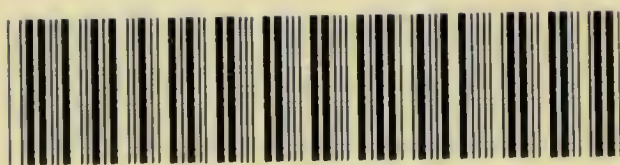


HOW TO SUCCEED AS
A TRAINED NURSE

SIR HENRY BURDETT, K.C.B., K.C.V.O.



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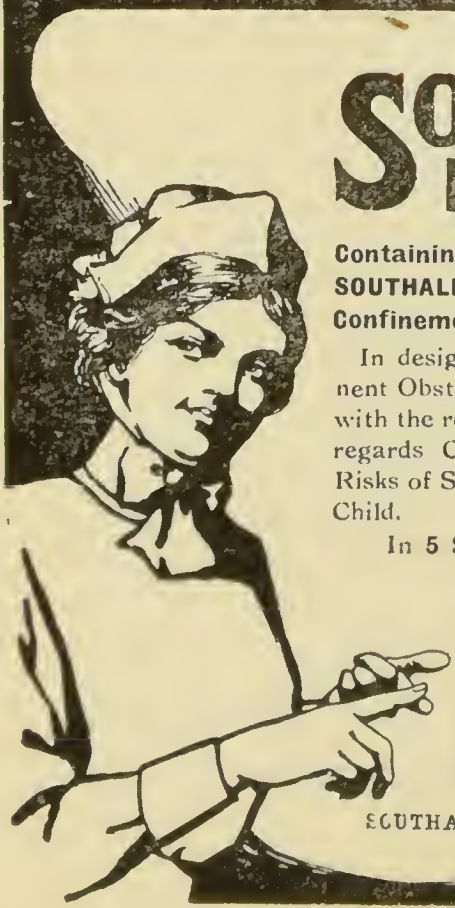
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How to Succeed as a Trained Nurse

BEING A GUIDE TO HER REMUNERATIVE EMPLOYMENT,
WITH PARTICULARS OF THE VARIOUS OPENINGS IN THE
UNITED KINGDOM AND ABROAD, GOVERNMENT AND MUNI-
CIPAL DEPARTMENTS, ASSOCIATIONS AND CO-OPERATIONS
WHERE THE SERVICES OF PRIVATE NURSES ARE IN DEMAND

EDITED BY

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PREFACE.

THE Author's attention has been called to the difficulties which many sisters and nurses experience on receiving their certificates, that is at the moment when they are fully qualified to follow their profession. They are then free to choose to which of the many branches of nursing they will attach themselves. Others may have missed their way in the past and lost valuable time by making avoidable mistakes in attempting work which proved to be uncongenial or ill-suited to their qualifications. It is a material advantage for the certificated to possess a practical knowledge of the ever-increasing opportunities for remunerative work which are now open to trained nurses. In order to meet this want, we have prepared this new book, and have confined it to such matters as relate only to fully trained nurses.

It is hoped "How to Succeed as a Trained Nurse" will prove of value and assistance to all certificated and working nurses throughout the country. Its aim is to supply full information relating to all institutions which provide independent employment for nurses, and to indicate every field in which remunerative work may be found. It may be well to add that the fullest information in relation to hospitals of all kinds within the Empire will be found in the pages of Burdett's "Hospitals and Charities," which is brought up to date and published by the Scientific Press every year.

The first edition of a somewhat difficult and highly

technical book of this character cannot fail to exhibit omissions and possibly some errors too. The author's aim is and will always be to make this book of the greatest possible use to the working nurse, and we shall welcome criticism, suggestions and enquiries from those into whose hands it may fall. With such co-operation it should be possible to make each edition of increasing value and assistance to certificated trained nurses, and indeed to all those who make their living as helpers of the sick. Our grateful thanks are due and are gladly tendered to all the many busy workers who have so kindly and generously co-operated in the endeavour to make the first volume of this book as successful and helpful as possible.

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CHAPTER I.

THE PRIVATE NURSE FROM THE EMPLOYER'S POINT OF VIEW.

BEFORE the days of trained nurses, when the title of nurse was used by the public in speaking of any woman who had to do with the sick room, to whatever class she belonged, the position of a patient who was confined to the house by serious illness was anything but desirable. Any one will understand that when trained nurses began to be available for such cases they were welcomed by the more intelligent members of the public and it is but just to say that the nurses in those days, possessing as most of them did a spirit of intense sympathy with the sick, returned this confidence with appreciative earnestness. The trained nurse in such circumstances was able to command a larger fee than had ever been paid for similar services before, and, in consequence, a number of women, claiming without adequate reason to be trained, found their way into private families. This brought about a second stage in the development of private nursing for, as the householder had no means whereby to distinguish the fully trained nurse from the competing pretender, the failings of the latter caused a reaction in public opinion, and even the best nurses had to find their way to win the confidence of the householder by tact and observation.

We are speaking of the period between 1868 and 1885. During those years it was not easy to obtain the services of a good nurse, but all the time the influence of sound nurse training, based upon lectures and a definite period in a hospital, initiated and developed at St. Thomas's, London and the Queen's Hospital, Birmingham, made

a few months, or at the outside a year, to her training, is put to considerable expense. This fact should be pointed out to all women who are in a hurry to call themselves nurses. Precipitate action may involve them for two or three years in uncongenial work, after which, if they wish to be nurses in any real sense, they find themselves compelled to begin their training *de novo*. Undoubtedly the nurses now working in numerous villages would have done far better had they devoted more time to preparation for their work, and been in less haste to begin applying for posts. It often happens that a woman suddenly determines to become a nurse, and looks round for the speediest way of fulfilling her ambition. She learns that a few months' training in district work, or a brief course of midwifery training, crowned by a certificate, will qualify her for some post in her own locality, and she takes this short-cut to nursing knowledge only to discover that she has wrecked her hopes of being accounted a trained nurse, and has excluded herself from all but inferior posts. The county associations, in their urgent need for nurses, are offering scholarships to suitable women who will qualify themselves rapidly for posts as village nurses, and the candidates who procure this free training do not always realise as clearly as they should that they are entering a distinctly inferior branch of the nursing service. There are many reasons which may legitimately influence a woman in taking a short course of training, designed to fit her for a village post. She may prefer the comparatively simple duties of the village nurse and midwife to more responsible medical and surgical work which the fully trained district nurse is capable of undertaking under medical men. She may be beyond the age when it is easy to procure regular hospital training. She may not be physically fit to go through the prolonged strain of three years' training. She may have home ties which hinder her from entering an institution for this period of time. All these are good reasons for taking the lower qualification, but it is important to recognise from the first that it involves a lower

standard of efficiency and that it neither can nor ought to place the village nurse on an equality with women who have devoted three or four years to learning their business. Village nurses are paid from £50 to £70 a year with often a bonus on the year's earnings in midwifery, etc., but they are expected out of this to find their own board, lodgings and laundry, so the profits are not enormous. Cycling is in most cases an essential accomplishment, and often more time is spent on the road than in the practice of nursing duties. The work is highly interesting, and is beginning in many parts of the country to make our boasted civilisation at least a reality.

5. MIDWIFERY AND MONTHLY NURSING.

Midwives are divided into two widely different classes. There are the fully trained nurses who take a course of midwifery training, partly out of a laudable desire to know as much as possible, and partly from the knowledge that this training, even though it be not intended as a source of income, often proves of value in securing a coveted post, or in emergency. A certain number of fully trained nurses with C.M.B. certificate and sanitary diploma are needed as inspectors of midwives (see p. 79). There are very few openings for midwives, as midwives alone, except those on the extern hospital staffs, and as practising midwives. The former posts seldom come on the market, being filled straight from the hospital.

The number of fully trained nurse midwives in the country has enormously increased during the last few years, and by far the greater proportion of women whose names are added to the Roll of Midwives are of this class. This fact should be fully understood by all women who take up midwifery or monthly nursing without previous training in nursing. Nearly all the lucrative practice of monthly nursing under doctors in the homes of the well-to-do is in the hands of fully qualified nurse midwives. Medical men, when they require a monthly nurse for their patients, look askance at women who have merely been

may be required for the case to be placed under her charge. This practice would, we have no doubt, be much more largely pursued if the authorities of hospitals possessing private staffs would eliminate altogether from their organisation of this branch of their work any possibility of a charge of sweating being made against the authorities in any form or shape. Guy's Hospital has set a noble example in this respect and the best paid and most comfortable and honourable employment for private nurses is to be found incorporated in the scheme for the organisation of a private staff at Guy's. Members of households too have often expressed the wish to show their gratitude for the good fortune which introduced into their homes a nurse from a sisterhood like the Community of the Nursing Sisters of St. John the Divine. The reason for this gratitude is that these sisters without exception pursue their profession absolutely from the love of it and are dominated by the spirit which animated Florence Nightingale and which, when possessed, lifts the nurse to the highest position attainable by a worker amongst the sick.

THE PERFECT NURSE.

Many nurses, excellent women, highly trained, conscientious and good in every way, may fail from misapprehension or other cause to exhibit this spirit continuously in their work, not because they do not possess it, but for the reason that they allow it to remain latent. Every nurse engaged in private nursing, although it is necessary that she should have in mind the business aspect of her employment, should take care, as the best trained hospital nurses undoubtedly do take care, to keep this evil in the background and to remember that in private nursing, and in our view in all nursing, no woman has a right to be regarded as a perfect nurse so long as she acquires the habit of regarding her patients as cases and not as individuals entitled to the maximum of consideration and loving sympathy, with requisite firmness, during the period of severe illness.

The general principles which we have just laid down are, we are glad to know, making steady progress amongst the best nurses throughout the British Islands. As this spirit increases and makes its presence felt it must everywhere become the rule that during the acute stage of illness, when a nurse is ordered by the doctor, she will be heartily welcomed in a private house. There is little time for criticism or aggrieved feelings over the nurse's general characteristics and manner, and the relief of having a responsible expert in charge of a serious case makes up for any soreness over possible exclusion from the patient's room, and other necessary precautions taken in the patient's interests. The doctor upholds the nurse's authority if needed, the servants being interested and perhaps a little excited, generally do each other's work and their own in a lamb-like manner, and respond to the electrical atmosphere of suspense that surrounds the household. If the verdict goes forth that the patient will die, the employers generally ask the nurse to stay beyond the final duties, and they part with her as a rule with kindness and good-feeling. In a fatal case of acute illness the average trained nurse is fully alive to the importance of fulfilling her duties ably, is unsparing of herself and efficient in work. She is seen at her best.

TWO TYPES OF NURSES.

But when recovery takes place in acute cases, as it does in a large proportion of them with careful nursing, the employers have a far longer and more exacting test of a nurse. The test in fact is so great that it is a moot point whether the "smart" medical or surgical nurse should not be succeeded by a different *type* of nurse when the critical stage of illness is over in private houses? We say *type*, because it is largely a temperamental difference in character that is required to work through an anxious and acute illness, such as pleurisy and pneumonia, and to undertake the slow process of building up the patient. The nature of the work

some authorities say ten years, before a lucrative practice can be secured, and it is essential that women embracing this career should have some other source of livelihood to tide them over the waiting time. Midwifery in country districts can hardly pay by itself. As an adjunct to some other calling it is a valuable source of income, and it is eminently suitable for married women who wish to supplement their husband's earnings. Those who are beginning to practise are advised to join some one already in good work, or become attached to an agency for the supply of midwives rather than court the certain disappointment of starting without introductions.

The usual fee for midwifery varies in towns from 5s. to 10s. 6d., whilst in country districts the fees are lower, falling as low occasionally as 2s. 6d. in purely agricultural parts. As, under the Act, attendance must be given for ten days after the birth of the baby, it is evident that a good deal is done for the money. Only in crowded localities, where the cases lie in close proximity to one another, can the midwife earn as much as £100 a year, and this must be considered a quite exceptional figure. It would be nearer the mark to estimate the annual earnings of a midwife in fair practice at £25.

6. FEVER NURSING.

Fever nursing is a specialised and very important branch of the nursing service, and in order to succeed, it is necessary to have been trained in the best possible way, and to have a good general training as well as a fever training. No fever nurse who has not had at least one year's general training is eligible for the higher posts in fever hospitals, for private nursing appointments, or in fact for any well-paid branch of nursing. It is true that some half-qualified fever nurses attempt to get private cases, but their position is a humiliating one, and their future prospects are very poor.

A steady demand exists for trained fever nurses with administrative experience to fill the post of matron in

Borough or Isolation Hospitals all over the kingdom. The posts offered are not as a rule highly paid but they offer a singularly independent position frequently with long intervals of comparative leisure.

7. THE VISITING NURSE.

A nurse who is keen on her profession and has been a success in district and private work, will have little difficulty in getting a post as visiting nurse for an Association. The pay varies, it is generally between £35 and £40 a year with board and lodging; sometimes a commission is given on cases.

The most successful visiting nursing is done by nurses on their own account. The work is suited to a well trained tactful woman with a little money. She need not be quite young or particularly strong to succeed as a visiting nurse. In almost any district where the better class working people or lower middle class live, there is an opening for a visiting nurse; if she is known to the doctors, clergy and public people in the place she will find the work easier at first. She should take either a house or rooms in the neighbourhood where she hopes for work, and if she has another nurse to work with her the two could combine to do general nursing, midwifery, and massage; a single nurse, however, will succeed better if she keeps to surgical and medical nursing. The would-be visiting nurse must be a good organiser and have enough money to live on for at least two years, by which time she should be self-supporting, though there is little prospect of her becoming rich.

The usual fee is from 1s. to 1s. 6d. per visit, the former for chronic cases, and the latter for helping at minor operations.

8. ARMY AND NAVY.

*Queen Alexandra's Imperial Military Nursing Service.*¹ This service was constituted in 1902 and admission to it is much coveted. The revised regulations issued in 1910 pro-

¹ See p. 64.

THE RIGHT SPIRIT TO CULTIVATE.

The money question no doubt very often exercises a paramount influence for various reasons in the choice of private nursing. The nurse has a strong impulse to take up a branch of nursing where money and freedom are believed to be readily obtained. But we must end this chapter where we began. Money should be the very last and not the determining reason upon which a woman or indeed any one should base a decision of importance like the choice of a profession, which must govern the whole course of a worker's life. There are few more arduous callings than that of a nurse, whether she be employed in an institution or outside it, whether she has charge of special cases or of a number of patients in a great ward, whether she is working with every appliance and assistance at hand which can possibly be required, or whether she has the character and courage to undertake private work in circumstances which are very often specially anxious and none too easy owing to the surroundings and atmosphere in which she may have to pursue her daily occupation. Whatever the nature of the field of work, wherever it may be situated and however trying and arduous the duties involved, attendance upon the sick, when pursued in the right spirit, is not only one of the noblest callings for man or woman, but is, in its educational effects upon the individual, one of the most purifying and ennobling moral disciplines to which a human being can be subjected. The true nurse, knowing her work and loving it, has an individual force and attraction for everybody which directly inspires confidence and indirectly carries with it a moral influence for good upon all whom her life may touch. This influence in the course of her nursing career, though unknown to herself, sheds blessings which frequently endure throughout the lifetime of the majority of those who come within the sphere of her influence.

CHAPTER II.

CHIEF BRANCHES OF NURSING, THEIR OPENINGS AND PROSPECTS.

Hospitals and Poor Law Infirmaries—Private Posts—Mental Nursing—District and Village Nursing—Midwifery and Monthly Nursing—Fever Nursing—The Visiting Nurse—Army and Navy—Indian and Colonial—Municipal Nursing—Nursing Homes—Massage, Swedish Drill, Electricity, etc.—Miscellaneous Posts.

I. APPOINTMENTS IN HOSPITALS AND POOR LAW INFIRMARIES.

THERE is a very large and increasing sphere of nursing work within the walls of institutions of various kinds. The position of sister, assistant matron or matron is one peculiarly fitted to women with gifts for administering a household, and in general it may be said that the material which makes a good mother is the material from which good matrons are evolved. The drawbacks to institution life are its comparative narrowness, the monotony of the daily routine, and the necessity of conforming to strict rule in the habits of life. Salaries are on the whole lower in institutions than in private work. On the other hand, there are the advantages of comradeship and of corporate life, replacing to some extent, for the lonely woman, the society of the family; there is the fresh current of continual happenings which lifts the routine of the institution out of stagnation; there is the stimulus of responsible work shared with others, and of a perpetually varying character; as a set-off against comparatively low salaries there is the permanence of the appointments and the opportunity for saving owing to lack of temptation to spend.

different centres, to be equipped in the event of invasion. The sisters and nurses will be in touch with the organising matron for her centre, who will keep a register of all the nurses attached to her hospital. Nearly 3,000 trained nurses are required to make the service complete, and in many localities efforts are made to give those who join some initiation into the special duties they might be called upon to perform.

*Queen Alexandra's Military Nursing Service for India.*¹ This service offers many advantages of a nature to attract those who desire to put in a few years' work among the troops in India. The regulations as regards training are less stringent than in the sister military service, although they are sufficient to secure a very high standard. Candidates must be over twenty-seven and under thirty-two years of age. They must have had at least three years' preliminary training and service combined in a British General Hospital or hospitals of not less than 100 beds, in which adult male patients receive medical and surgical treatment, and in which a staff of nursing sisters is maintained. Three years' training in a Colonial Hospital, followed by one year in the wards of a General Hospital in the United Kingdom, will be accepted as an equivalent qualification, provided that both hospitals fulfil the foregoing requirements. Candidates must also produce evidence of capacity for hospital management acquired by experience in some hospital appointment of responsibility. The duration of the term of service for all grades of lady nurses is five years, after which, if physically fit, members of the service may re-engage. The age for compulsory retirement is fifty-five in the grade of lady-superintendent and fifty in other grades. Pensions on a liberal scale are granted after fifteen years' service, and gratuities after five or ten years' service.

*Queen Alexandra's Royal Naval Nursing Service.*² The regulations for admission and conditions of this service were revised in 1911. The training of candidates for admission must be "in a hospital of the first rank, having a first

¹ See p. 68,

² See p. 71.

class school for nurses attached". The duties include part of the training of the Sick Berth Staff, *i.e.* of male nurses. The service approximates in many particulars to the corresponding Military Service, although entirely distinct from it, and much of what has been said under that head applies to the Naval Nursing Service. The service has undergone considerable expansion of late, but the number of sisters required is not large, and vacancies seldom occur.

9. INDIAN AND COLONIAL APPOINTMENTS; MISSION WORK, ETC.

A large and increasing sphere is opening for nurses in India and in the Crown Colonies. The posts which offer are of two kinds, those under Government and those for private work. A three or four years' certificate from a well-equipped training school is essential in either case, and to this must be added the certificate of the Central Midwives' Board. The status of the hospital where the training takes place is perhaps of even more importance in the case of nurses wishing to become superintendents abroad than for those remaining in England. The limit of age for all new candidates for Government employment is twenty-five to thirty-five.

Women who desire to take up appointments abroad, in places where civilisation is but partially established, cannot prepare themselves too carefully for their future work. A knowledge of dispensing is an almost essential part of the professional equipment, in addition to the general and midwifery training, even though there be no immediate intention of practising it. Some study of tropical diseases, or at the least a course of fever training, is indispensable before taking up work in localities where fevers are endemic, and the Colonial Nursing Association assists accepted candidates in procuring it. A talent for languages is a useful asset, and the nurse must be prepared to cook, to sew, to ride, and in fact to turn her hand to anything and everything. No woman who has not passed a careful medical examination ought to take up work abroad.

By far the greater number of women who are trained to be nurses take up private work on the conclusion of their training. The principal attractions of the career are the prospect of higher pay, of frequent change, of constant holidays in between cases, of personal liberty in the choice of lodgings, etc., and of insight into other modes of life in the houses of patients. Although these advantages are open to the well-trained private nurse in the first few years after the completion of her training, there are corresponding drawbacks. The strain of passing continually from one acute crisis to another, often without an interval of rest, tells on the strongest constitution. The private nurse is liable to be kept on duty an excessive number of hours, and to be docked of proper sleep, intervals for meals, and exercise by reason of the constant emergencies of her career. She needs a special adaptability to circumstances and a cheerful sympathetic nature if she is to be happy and successful in private work. On leaving hospital duly certificated it is very usual for nurses to join a good nursing home or nursing institute,¹ where they can get initiated into the niceties of private nursing at a salary of some £26 or £30 a year. From this beginning they are ready to take up work of a more lucrative description. The private nurse must be prepared, however, to recognise from the beginning that the great drawback to her financial success is the fluctuating character of the work. It is true that the patient is generally compelled to pay two guineas a week for her ordinary services, and as much as three or four guineas in special cases. But there are only a few associations and institutes in large towns, the headquarters of celebrated physicians and surgeons, which can supply a succession of such patients to a wide circle of nurses in their employ. Some of the hospitals themselves supply nurses to the public, and if the nurse can obtain a post at her own hospital on the private staff or get elected on the staff of a first-rate nurses' co-operation, she will make a very good

¹ For list of Nursing Institutions managed by a Committee see Section III., p. 91 *et seq.*

income from the beginning, with a chance of earning more under special conditions, as, for instance, if she obtain a semi-permanent post with wealthy people who desire her exclusive services for some sick child or chronic invalid. But it is only a comparatively small number of private nurses who can get introduced to this class of work. Private nurses fall into two categories according to whether they "live in" or find their own board and lodging when out of employ. The nurse who is boarded between cases and in illness at the institute or nurses' home attached to the agency which employs her, whether it be of a private nature or a public institution, will earn from £36 to a possible £60 a year. She will have no more expenses than if she were living in hospital, the annual holiday being the most considerable, and she will be in a position to put by as much as from £15 to £25 every year, in recognition of the fact that her earning years will be comparatively few in number. Supposing, however, that she is attached to a co-operation and receives her own fees less a fixed percentage of $7\frac{1}{2}$ or 10 per cent., her earnings will probably in good years amount to as much as £80 or £100, should she be capable and popular with her patients. Unless she is a thrifty manager, however, money will run out like water in the intervals between cases, when every temptation will surround her to enlarge her expenditure to the range of what is more legitimately incurred by leisured people with private means. The private nurse who does not resolutely face the fact that her best earning years will be over soon after forty, and make provision in good time while her income is at its height, is in danger of losing her independence altogether in the long years which lie on the wrong side of forty-five. During the first ten or twelve years of her success she should make her future secure, and as work begins to show signs of passing into the hands of younger women, fresh from their training schools, she will be well advised to secure some permanent post where at a lower rate of pay she can at least make out a comfortable living without infringing on savings.

Roughly speaking the work may be divided into :—

- (1) Inspection of Midwives.
- (2) Health Visiting.
- (3) School Nursing.
- (4) Sanitary Inspection.

The nurse who wishes for a Public Health appointment should obtain weekly one or more of the leading nursing papers, and watch the advertisements. These advertisements clearly state when and to whom application should be made. The application should be as clear and concise as possible, giving particulars as to age, training, qualifications and experience in such a form as to be readily grasped. Though by no means essential, a personal recommendation to the Medical Officer of Health is an advantage, for most Committees prefer to engage a candidate of whom they know something. Personal canvassing, however, almost always disqualifies. Full particulars as to qualifications, salary, duties, etc., attaching to each of the above posts are given in Section II. pp. 79 to 87.

Qualifications for Public Health Work. The success of her work depends largely upon the individual woman. Tact, large sympathies, a broad outlook on life, culture, and a good education are important. A sense of humour is an invaluable possession, as it prevents one taking minor troubles too seriously. Good health and efficient training are essentials, while there is hardly a branch of knowledge, domestic or otherwise, which may not be utilised sooner or later in Public Health Work.

The wise woman who is thinking of adopting any branch of Public Health work as her profession will prepare herself by three years' general training in a hospital or infirmary which is a recognised training school. At the present day this training is by no means essential, but the tendency is to prefer candidates who possess it. A thorough course of hospital training renders the nurse alert, observant and methodical, tidiness and accuracy have become a habit, while her practical knowledge of the value of asepsis fits

her for teaching the dangers of neglect and dirt. One or two years training in Fever Nursing is an additional advantage, and the experience gained during this training will be found helpful when studying for a Sanitary Certificate.

The certificate of the Central Midwives' Board, and practical experience in midwifery are essential to such appointments as Inspector of Midwives and Health Visitors and will be found useful in all branches of Municipal Nursing; while Sanitary Inspectors, Inspectors of Midwives, and Health Visitors should possess a Sanitary Certificate; School Nurses will find it useful.

Not infrequently the better paid of the appointments of Inspectors of Midwives are held by qualified medical women. Superintendents of County Nursing Associations are also employed occasionally as Inspectors of Midwives for their county. The work is also combined with Health Visiting or Sanitary Inspection or both.

Some experience in District Nursing is helpful in all branches of Women's Public Health Work. The District Nurse comes into close contact with the poor in their homes, and has an intimate knowledge of their needs, difficulties and conditions of life. The broad-minded nurse who turns her attention not only to nursing the sick, but to helping the well, and to teaching in her parish the laws of health is casting bread upon the waters which after many days will redound to her benefit by fitting her for a larger sphere of public service.

"Infant Life Protection" Inspectors. There are openings for women's work under the comparatively new Act for the Protection of Infant Life. Boards of Guardians often employ trained nurses as Inspectors. The duty of an Inspector is to visit, at short intervals, each house where a child under seven is received for pay and to report to the Guardians on the condition of the child, the state of the house as regards cleanliness, sleeping accommodation, etc.

The Inspector is also required to advise the foster-mother in questions of food and clothing, to impress on

Under the Asylum Workers Superannuation Act a deduction of 3 per cent. on the total amount of the salary and emoluments is made towards pension. At the age of fifty-five, or earlier, if incapacitated by illness, a man or woman who has completed ten years' service can retire on a superannuation allowance of one-fiftieth of the total amount of salary and emoluments for each year served. Efforts are being made to get the retiring age reduced in the case of women, for whom it is felt to be too high. They can, however, retire at an earlier age on a medical certificate that they are unfit to continue the work.

4. DISTRICT AND VILLAGE NURSING.

The highest kind of district work is that under the direction of Queen Victoria's Jubilee Institute for Nurses.¹ As in most other branches of nursing work, the three years' certificate in a general hospital or Poor Law Infirmary is the foundation on which good district work is laid, but mixed training is admissible, and the service is an excellent one for nurses whose training has begun in a good special hospital and been completed by two years in a general hospital or infirmary. After the nurse has received her certificate she can apply to the Jubilee Institute to be trained as a Queen's nurse, and, if thought suitable, she will then obtain six months' free training in district work. At the completion of this time, after passing a simple examination, she will be received on trial for one month, and must then, if approved, sign an agreement to work for one year as a district nurse wherever required. Queen's nurses receive salaries of from £30 a year with board, lodging, laundry and uniform allowances. Superintendents and inspectors receive salaries varying according to responsibility, beginning at £40 a year with all allowances. In addition to the openings afforded by the Jubilee Institute, the county associations and many unaffiliated nursing associations offer good posts, and in general it may be said that the demand for good district nurses is greater than the

² See p. 97.

supply. A midwifery certificate is an important part of the district nurse's equipment, even when she does not intend to take up this branch of work. For it may often happen that she will be required to help in midwifery, during the holiday or illness of the midwifery nurse, and the possession of a certificate will open up a far larger range of appointments than if the qualifications are limited to medical and surgical work. Midwifery training is given free of cost to suitable Queen's nurses by the Jubilee Institute under easy conditions. Some knowledge of massage is also a very useful accomplishment for the district nurse. Her position is usually a very pleasant one. The work is arduous, and at times pressure is great, but it is a free and open-air life, with continual variety, and good opportunities for making friends. The work accomplished is of great national importance, and women who become nurses with the object of benefiting their fellows can hardly choose a more appropriate career. A list of associations and institutions employing district nurses will be found in the Index under "District Nursing". The conditions of service as a rule are more satisfactory under recognised associations governed by responsible committees, than under isolated nursing societies, but whatever the post offered, and these posts are nearly always filled through advertisements in nursing papers, the nurse should obtain a copy of the conditions of engagement, and the rules under which she will be expected to work, and should go through them both, point by point, with some sensible friend before signing any agreement.

Village nursing is an inferior branch of district work, although one of growing importance.¹ It is one of the safeguards of the nursing service that while the fully qualified district nurse receives her training absolutely free, often receiving a salary during the whole time of her three years' training, and being admitted by the Jubilee Institute to free district training, the village nurse who devotes only

¹ For list of Village Nursing Associations, see Index under "Village Nursing".

a few months, or at the outside a year, to her training, is put to considerable expense. This fact should be pointed out to all women who are in a hurry to call themselves nurses. Precipitate action may involve them for two or three years in uncongenial work, after which, if they wish to be nurses in any real sense, they find themselves compelled to begin their training *de novo*. Undoubtedly the nurses now working in numerous villages would have done far better had they devoted more time to preparation for their work, and been in less haste to begin applying for posts. It often happens that a woman suddenly determines to become a nurse, and looks round for the speediest way of fulfilling her ambition. She learns that a few months' training in district work, or a brief course of midwifery training, crowned by a certificate, will qualify her for some post in her own locality, and she takes this short-cut to nursing knowledge only to discover that she has wrecked her hopes of being accounted a trained nurse, and has excluded herself from all but inferior posts. The county associations, in their urgent need for nurses, are offering scholarships to suitable women who will qualify themselves rapidly for posts as village nurses, and the candidates who procure this free training do not always realise as clearly as they should that they are entering a distinctly inferior branch of the nursing service. There are many reasons which may legitimately influence a woman in taking a short course of training, designed to fit her for a village post. She may prefer the comparatively simple duties of the village nurse and midwife to more responsible medical and surgical work which the fully trained district nurse is capable of undertaking under medical men. She may be beyond the age when it is easy to procure regular hospital training. She may not be physically fit to go through the prolonged strain of three years' training. She may have home ties which hinder her from entering an institution for this period of time. All these are good reasons for taking the lower qualification, but it is important to recognise from the first that it involves a lower

standard of efficiency and that it neither can nor ought to place the village nurse on an equality with women who have devoted three or four years to learning their business. Village nurses are paid from £50 to £70 a year with often a bonus on the year's earnings in midwifery, etc., but they are expected out of this to find their own board, lodgings and laundry, so the profits are not enormous. Cycling is in most cases an essential accomplishment, and often more time is spent on the road than in the practice of nursing duties. The work is highly interesting, and is beginning in many parts of the country to make our boasted civilisation at least a reality.

5. MIDWIFERY AND MONTHLY NURSING.

Midwives are divided into two widely different classes. There are the fully trained nurses who take a course of midwifery training, partly out of a laudable desire to know as much as possible, and partly from the knowledge that this training, even though it be not intended as a source of income, often proves of value in securing a coveted post, or in emergency. A certain number of fully trained nurses with C.M.B. certificate and sanitary diploma are needed as inspectors of midwives (see p. 79). There are very few openings for midwives, as midwives alone, except those on the extern hospital staffs, and as practising midwives. The former posts seldom come on the market, being filled straight from the hospital.

The number of fully trained nurse midwives in the country has enormously increased during the last few years, and by far the greater proportion of women whose names are added to the Roll of Midwives are of this class. This fact should be fully understood by all women who take up midwifery or monthly nursing without previous training in nursing. Nearly all the lucrative practice of monthly nursing under doctors in the homes of the well-to-do is in the hands of fully qualified nurse midwives. Medical men, when they require a monthly nurse for their patients, look askance at women who have merely been

trained for a few months at a midwifery school. In their eyes there is no security that some breach of important precautions will not occur with a monthly nurse who has been instructed, it is true, but who has not been subjected to the long disciplinary process implied in the possession of a three years' certificate. It is necessary, therefore, to sound a note of warning for those who believe that the possession of a midwifery or monthly nursing certificate will open before them a career of highly paid work. No branch of work is more precarious than that of a private monthly nurse, even with midwifery qualifications, who has had no previous nursing training. In the first place nearly all the well-paid midwifery is in the hands of institutes or agencies employing none but three-year-trained nurses. Next, even if the monthly nurse works on her own account with the help and recommendations of medical men to whom she is well known, the nature of the work is such that she may get the offer of three or four cases almost simultaneously and be then idle for the rest of the year. In no branch of nursing is it less easy to work up a steady and lucrative connection. In no branch of work are the periods of waiting more recurrent. Even when cases are arranged to fit in together they frequently overlap and the fee is lost. The trained monthly nurse, working in connection with a co-operation or institute, goes where she is sent, and if one case fails another offers. Trusting to her private connection the monthly nurse taking doctors' cases rarely succeeds in making a comfortable living.

The prospects of the practising midwife working independently on her own account are not yet very clear. The calling is at present in a state of flux, and the midwife's position has not become settled.

In town and country alike the question of a doctor's fee, if it should be needful to call one in for a patient, is still very unsatisfactory for all concerned when the family is too poor to pay it. Occasionally arrangements can be made with one or more doctors who are willing to be called to a

case. In towns the midwife to avoid trouble often takes the doctor's fee in her pocket to each case. This plan is undesirable in every way, and is only a passing solution to a question which remains unsettled, but which a practising midwife is bound to face. An Association arranges all these details for its workers, but the private midwife receives no aid unless she be a member of the Midwives' Institute.

A second drawback is the competition of untrained *bona fide* midwives who are on the midwives' roll, and who owing to long experience with mothers of their own class are often very popular. This is a passing difficulty which time and their own age is rapidly changing, but it does exist still, and has a tendency to lower the scale of fees.

It cannot be doubted that in many large towns midwives earn a very good living. There is, however, extensive competition from charitable sources, and the need for material, to render the training of midwives a branch of institution work, is leading to an elaborate and even luxurious equipment of lying-in wards which cannot fail to exert strong pressure on women to make use of the accommodation provided. As a set off against this the Maternity benefit of the Insurance Act will probably be a strong factor in the future in inducing confinements to take place in patients' homes, as the grant of 30s. is not available for hospital cases. Further competition may be met with in every locality from midwives subsidised by charitable aid, whose services are available at low fees, often rendered acceptable to the poor by gifts of linen and doles of food. The district midwife is generally a trained nurse, sometimes a Queen's nurse, and is invested with a certain prestige, which gives her a distinct advantage over the midwife merely working on her own account. All these circumstances must be taken into consideration by women desirous of building up a midwifery practice. It is a calling in which personal gifts have a large share in securing success, and the midwife who is known and valued in her locality need not fear competition. It takes, however, many years,

some authorities say ten years, before a lucrative practice can be secured, and it is essential that women embracing this career should have some other source of livelihood to tide them over the waiting time. Midwifery in country districts can hardly pay by itself. As an adjunct to some other calling it is a valuable source of income, and it is eminently suitable for married women who wish to supplement their husband's earnings. Those who are beginning to practise are advised to join some one already in good work, or become attached to an agency for the supply of midwives rather than court the certain disappointment of starting without introductions.

The usual fee for midwifery varies in towns from 5s. to 10s. 6d., whilst in country districts the fees are lower, falling as low occasionally as 2s. 6d. in purely agricultural parts. As, under the Act, attendance must be given for ten days after the birth of the baby, it is evident that a good deal is done for the money. Only in crowded localities, where the cases lie in close proximity to one another, can the midwife earn as much as £100 a year, and this must be considered a quite exceptional figure. It would be nearer the mark to estimate the annual earnings of a midwife in fair practice at £25.

6. FEVER NURSING.

Fever nursing is a specialised and very important branch of the nursing service, and in order to succeed, it is necessary to have been trained in the best possible way, and to have a good general training as well as a fever training. No fever nurse who has not had at least one year's general training is eligible for the higher posts in fever hospitals, for private nursing appointments, or in fact for any well-paid branch of nursing. It is true that some half-qualified fever nurses attempt to get private cases, but their position is a humiliating one, and their future prospects are very poor.

A steady demand exists for trained fever nurses with administrative experience to fill the post of matron in

Borough or Isolation Hospitals all over the kingdom. The posts offered are not as a rule highly paid but they offer a singularly independent position frequently with long intervals of comparative leisure.

7. THE VISITING NURSE.

A nurse who is keen on her profession and has been a success in district and private work, will have little difficulty in getting a post as visiting nurse for an Association. The pay varies, it is generally between £35 and £40 a year with board and lodging; sometimes a commission is given on cases.

The most successful visiting nursing is done by nurses on their own account. The work is suited to a well trained tactful woman with a little money. She need not be quite young or particularly strong to succeed as a visiting nurse. In almost any district where the better class working people or lower middle class live, there is an opening for a visiting nurse; if she is known to the doctors, clergy and public people in the place she will find the work easier at first. She should take either a house or rooms in the neighbourhood where she hopes for work, and if she has another nurse to work with her the two could combine to do general nursing, midwifery, and massage; a single nurse, however, will succeed better if she keeps to surgical and medical nursing. The would-be visiting nurse must be a good organiser and have enough money to live on for at least two years, by which time she should be self-supporting, though there is little prospect of her becoming rich.

The usual fee is from 1s. to 1s. 6d. per visit, the former for chronic cases, and the latter for helping at minor operations.

8. ARMY AND NAVY.

*Queen Alexandra's Imperial Military Nursing Service.*¹ This service was constituted in 1902 and admission to it is much coveted. The revised regulations issued in 1910 pro-

¹ See p. 64.

vide that "a candidate for the post of staff nurse must be between twenty-five and thirty-five years of age, single or a widow, and possess a certificate of not less than three years' training and service in medical and surgical nursing in a civil hospital having not less than 100 beds. She must be of British parentage or a naturalized British subject." Army nursing is a highly specialised branch of work, and consists mainly, though not now exclusively, of superintendence and administrative duties. For the most part the actual nursing is done by orderlies of the Royal Army Medical Corps under the superintendence of the sisters. The sister has the control of very large wards, and works under an exact system of regulations, as unlike the procedure in a civil hospital as can well be imagined. It is found desirable in the interests of discipline that the social status of the sisters should approximate to that of the officers rather than to that of the non-commissioned officers. Hence the matron-in-chief is required "to satisfy the Nursing Board that, as regards education, character and social status, the candidate is a fit person to be admitted to Queen Alexandra's Imperial Military Nursing Service". Accepted candidates serve a probation of six months before being attached to the service as staff nurses. Staff nurses and sisters are recommended for promotion by the Nursing Board on the advice of the matron-in-chief. Before being recommended for promotion sisters will be required to pass the examinations as laid down in the King's Regulations. They must serve abroad as required, generally for a period of from three to five years, and often in hot climates, so that physical fitness is an important part of their qualifications. For women of the required social position, of strong physique, and a talent for administration, the service offers a most interesting sphere, with good chances of promotion, and the certainty of a pension after twenty years' service, increasing in value up to the age of fifty-five when retirement is compulsory.

There are three organisations for supplementing the supply of nurses for military purposes in the event of war or other contingency.

1. *Army Nursing Service Reserve*.¹ This organisation, founded by H.R.H. Princess Christian in 1896, rendered great service during the Boer War, and is still admirably directed. Candidates must be fully trained nurses between the ages of twenty-six and forty-five. Appointment is for a period of five years, renewable if desired, and the retiring age is fifty. The nurses bind themselves to come up in the event of war for service in a military hospital, but before being finally drafted on duty they will have to be accepted as members of the official reserve of nurses. This is—

2. *Queen Alexandra's Imperial Military Nursing Reserve*.² Members of this reserve must be fully trained nurses between twenty-six and forty-five years of age. They are enrolled for three years subject to extension at the discretion of the Army Nursing Board, and agree to serve at home or abroad as required, not merely in time of war but whenever their services may be needed. An annual retaining fee of £2 is paid to sisters and staff nurses on the reserve, and they are required to report themselves annually to the matron-in-chief, to remain, while on the reserve, continuously employed in *bona fide* nursing duties, and to notify instantly any change of address. When called up for duty they pass under the rules of Queen Alexandra's Imperial Military Nursing Service. Arrangements are made as far as possible to give members of the reserve the opportunity of gaining experience by doing duty for a week or a fortnight in a military hospital, a charge of 12s. 6d. weekly being made for board during this period of training.

3. *The Territorial Force Nursing Service*.³ Volunteers are invited to offer themselves for service in the event of an invasion of this country. They must be fully trained nurses, between the ages of twenty-five and thirty-five, and actually engaged in nursing duties. The plan of organisation is to assign two matrons, thirty sisters and eighty-eight nurses to base hospitals in twenty-three

¹ See p. 63.

² See p. 68.

³ See p. 71.

different centres, to be equipped in the event of invasion. The sisters and nurses will be in touch with the organising matron for her centre, who will keep a register of all the nurses attached to her hospital. Nearly 3,000 trained nurses are required to make the service complete, and in many localities efforts are made to give those who join some initiation into the special duties they might be called upon to perform.

*Queen Alexandra's Military Nursing Service for India.*¹ This service offers many advantages of a nature to attract those who desire to put in a few years' work among the troops in India. The regulations as regards training are less stringent than in the sister military service, although they are sufficient to secure a very high standard. Candidates must be over twenty-seven and under thirty-two years of age. They must have had at least three years' preliminary training and service combined in a British General Hospital or hospitals of not less than 100 beds, in which adult male patients receive medical and surgical treatment, and in which a staff of nursing sisters is maintained. Three years' training in a Colonial Hospital, followed by one year in the wards of a General Hospital in the United Kingdom, will be accepted as an equivalent qualification, provided that both hospitals fulfil the foregoing requirements. Candidates must also produce evidence of capacity for hospital management acquired by experience in some hospital appointment of responsibility. The duration of the term of service for all grades of lady nurses is five years, after which, if physically fit, members of the service may re-engage. The age for compulsory retirement is fifty-five in the grade of lady-superintendent and fifty in other grades. Pensions on a liberal scale are granted after fifteen years' service, and gratuities after five or ten years' service.

*Queen Alexandra's Royal Naval Nursing Service.*² The regulations for admission and conditions of this service were revised in 1911. The training of candidates for admission must be "in a hospital of the first rank, having a first

¹ See p. 68.

² See p. 71.

class school for nurses attached". The duties include part of the training of the Sick Berth Staff, *i.e.* of male nurses. The service approximates in many particulars to the corresponding Military Service, although entirely distinct from it, and much of what has been said under that head applies to the Naval Nursing Service. The service has undergone considerable expansion of late, but the number of sisters required is not large, and vacancies seldom occur.

9. INDIAN AND COLONIAL APPOINTMENTS; MISSION WORK, ETC.

A large and increasing sphere is opening for nurses in India and in the Crown Colonies. The posts which offer are of two kinds, those under Government and those for private work. A three or four years' certificate from a well-equipped training school is essential in either case, and to this must be added the certificate of the Central Midwives' Board. The status of the hospital where the training takes place is perhaps of even more importance in the case of nurses wishing to become superintendents abroad than for those remaining in England. The limit of age for all new candidates for Government employment is twenty-five to thirty-five.

Women who desire to take up appointments abroad, in places where civilisation is but partially established, cannot prepare themselves too carefully for their future work. A knowledge of dispensing is an almost essential part of the professional equipment, in addition to the general and midwifery training, even though there be no immediate intention of practising it. Some study of tropical diseases, or at the least a course of fever training, is indispensable before taking up work in localities where fevers are endemic, and the Colonial Nursing Association assists accepted candidates in procuring it. A talent for languages is a useful asset, and the nurse must be prepared to cook, to sew, to ride, and in fact to turn her hand to anything and everything. No woman who has not passed a careful medical examination ought to take up work abroad.

The Appointment of Nursing Sisters in Indian Government Hospitals. Vacancies not infrequently occur for sisters in Government Hospitals in India though matronships of any value are not often to be had. The Secretary of State for India is occasionally asked to select nursing sisters to fill posts in Indian Government Hospitals. Trained nurses who wish to be considered as candidates for the appointment of Nursing Sister should fill up the prescribed form which can be obtained on application to the Under Secretary of State for India, London, S.W. When filled up the form should be sent back to the Under Secretary of State and any application which is considered *prima facie* satisfactory will be notified to the candidate with an intimation that her name has been entered on the list for consideration as vacancies occur. On the occurrence of a vacancy an invitation is sent to applicants on the approved list to attend at the India Office for a personal interview and for medical examination. It is essential for intending applicants and their friends to understand clearly that these vacancies occur at irregular intervals and the India Office cannot undertake to answer enquiries as to when any appointment may be expected to be made. It should further be understood that no detailed information regarding salary and other terms of appointment in the case of Nursing Sisters can be supplied, as these matters are fixed locally and vary in different hospitals.

In seeking employment it is wiser to take service under an association managed by a committee providing a definite agreement as to length of service, passage money, and sick leave.¹ There are many private-venture nursing agencies in India and other places which try to exploit the nurses, who take the bait of high salaries offered without considering the increased cost of living in many of these places. Especially is it necessary to be on guard in going out to South Africa, where the nursing world is still con-

¹ See particulars of Colonial Nursing Association, p. 91; Lady Minto's Indian Nursing Association, p. 94; National Association for Supplying Female Medical Aid to the Women of India, p. 96.

siderably overstocked. The South African Colonisation Society, 23 Army and Navy Mansions, Victoria Street, S.W., offers certain facilities to nurses going out to posts in South Africa. This Society is often asked by Nursing Homes in South Africa to select and send out nurses. Fees vary from £3 3s. to £4 4s. a week, with laundry and travelling expenses, from which $7\frac{1}{2}$ per cent. is deducted and a charge is made for food and the use of a bedroom when not at a case. It is never advisable to go out on a private venture to the Colonies or India, as grave inconvenience and even danger may be encountered unless nursing is conducted through the usual channels, and is invested with a semi-official character.

10. MUNICIPAL NURSING AND PUBLIC HEALTH WORK.

Municipal Nursing is that branch of Public Health Work performed by trained women employed by such public bodies as Corporations, County Councils, and Urban and District Councils. These women usually work under the direct supervision of the Medical Officer of Health, and their salaries are paid from public funds.

Women's share in Public Health Work is naturally chiefly concerned with:—

1. All that affects the health of women, particularly during (a) Pregnancy, (b) Parturition, (c) The Puerperium.

2. The care and protection of infant and child life, with especial reference to the reduction of Infantile Mortality.

3. Inculcating habits of cleanliness of person and surroundings.

4. Inspection of homes to assure wholesome dwellings and conditions of life.

5. Instruction in food values, and the preparation of food for: (a) the sick, (b) the healthy.

6. Inculcating thrifty habits.

7. Implanting and fostering a spirit of individual responsibility towards the health of the community.

Roughly speaking the work may be divided into :—

- (1) Inspection of Midwives.
- (2) Health Visiting.
- (3) School Nursing.
- (4) Sanitary Inspection.

The nurse who wishes for a Public Health appointment should obtain weekly one or more of the leading nursing papers, and watch the advertisements. These advertisements clearly state when and to whom application should be made. The application should be as clear and concise as possible, giving particulars as to age, training, qualifications and experience in such a form as to be readily grasped. Though by no means essential, a personal recommendation to the Medical Officer of Health is an advantage, for most Committees prefer to engage a candidate of whom they know something. Personal canvassing, however, almost always disqualifies. Full particulars as to qualifications, salary, duties, etc., attaching to each of the above posts are given in Section II. pp. 79 to 87.

Qualifications for Public Health Work. The success of her work depends largely upon the individual woman. Tact, large sympathies, a broad outlook on life, culture, and a good education are important. A sense of humour is an invaluable possession, as it prevents one taking minor troubles too seriously. Good health and efficient training are essentials, while there is hardly a branch of knowledge, domestic or otherwise, which may not be utilised sooner or later in Public Health Work.

The wise woman who is thinking of adopting any branch of Public Health work as her profession will prepare herself by three years' general training in a hospital or infirmary which is a recognised training school. At the present day this training is by no means essential, but the tendency is to prefer candidates who possess it. A thorough course of hospital training renders the nurse alert, observant and methodical, tidiness and accuracy have become a habit, while her practical knowledge of the value of asepsis fits

her for teaching the dangers of neglect and dirt. One or two years training in Fever Nursing is an additional advantage, and the experience gained during this training will be found helpful when studying for a Sanitary Certificate.

The certificate of the Central Midwives' Board, and practical experience in midwifery are essential to such appointments as Inspector of Midwives and Health Visitors and will be found useful in all branches of Municipal Nursing; while Sanitary Inspectors, Inspectors of Midwives, and Health Visitors should possess a Sanitary Certificate; School Nurses will find it useful.

Not infrequently the better paid of the appointments of Inspectors of Midwives are held by qualified medical women. Superintendents of County Nursing Associations are also employed occasionally as Inspectors of Midwives for their county. The work is also combined with Health Visiting or Sanitary Inspection or both.

Some experience in District Nursing is helpful in all branches of Women's Public Health Work. The District Nurse comes into close contact with the poor in their homes, and has an intimate knowledge of their needs, difficulties and conditions of life. The broad-minded nurse who turns her attention not only to nursing the sick, but to helping the well, and to teaching in her parish the laws of health is casting bread upon the waters which after many days will redound to her benefit by fitting her for a larger sphere of public service.

"Infant Life Protection" Inspectors. There are openings for women's work under the comparatively new Act for the Protection of Infant Life. Boards of Guardians often employ trained nurses as Inspectors. The duty of an Inspector is to visit, at short intervals, each house where a child under seven is received for pay and to report to the Guardians on the condition of the child, the state of the house as regards cleanliness, sleeping accommodation, etc.

The Inspector is also required to advise the foster-mother in questions of food and clothing, to impress on

her that she is not to lose sight of the child's natural guardians and that in case of illness she must call in a doctor. There are numerous "forms" issued by the Guardians to be used by the foster-mother in case of removal, etc., these the Inspector explains and gives to the woman who has charge of a nurse child.

The work of Inspector under The Infant Life Protection Act is suited to nurses with tact and a knowledge of children. It is sometimes given to district nurses and can be carried out with their other duties. The pay is 15s. per annum for each house visited. Some Boards of Guardians allow a foster-mother to have six children, others only allow three in one house.

Health Lecturing for Nurses. The London County Council employ a number of trained nurses as Lecturers in the Evening Schools, at Mothers' Meetings, Girls' Clubs and similar institutions. The work consists of practical demonstration and teaching. The subjects taught are Home Nursing and Infant Care. A syllabus prepared by the School Medical Officer must be used.

The classes at evening schools are of one and a half hours duration, and at other places one hour. The pay is 10s. 6s. per lecture, and a nurse may have from one to five or six lectures a week. London County Council School Nurses are not allowed to take classes at the Evening Schools.

Many County Councils outside London employ a nurse as Lecturer, on much the same terms as the L.C.C.

Some Health Societies engage a nurse to give simple lectures to women and girls in the villages. These lectures or "health talks" are generally on the Care of Children, Consumption, Simple Hygiene, etc. The pay varies from 5s to 21s. with travelling expenses.

These posts are advertised in the morning papers and the nursing press. The qualifications required include expert knowledge, the power of expression, and some experience as a lecturer.

Combination Posts under the Public Health. The tendency of the present day is to combine two or more public

health appointments, and, if necessary, to lessen the area covered by the individual worker. This plan answers admirably for the following reasons:—

1. It prevents overlapping, and the multiplication of visits which must of necessity be trying to the working-class mother, e.g. the school nurse who is also attendance officer, while visiting a home to inquire the reason of one child's non-attendance at school, may quite well give instructions regarding the cleansing of another's dirty head, and explain why a third so badly needs the prescribed glasses; if, in addition, she is a sanitary inspector she may, if necessary, examine the house and take steps to ensure that unsanitary conditions are rectified.

2. The combination of posts brings the nurse into more intimate touch with the home, and also with the various agencies for the relief and help of the poor. This increases her knowledge of working-class conditions, widens her interest, varies her work, and gives her power to advise and assist practically.

3. In large areas, e.g. a large county, time and strength which would otherwise be used in travelling may be more usefully employed.

4. In small areas it is often possible to give good and varied work to one officer, and also a fair salary, while the employment of two or more would be quite out of the question.

The County Councils of Warwickshire and Derbyshire employ rather a large staff of nurses who combine the posts of school nurse, health visitor, and inspector of midwives. In Derbyshire one of the nurses undertakes, in addition, the work of school attendance officer. This last has proved so very satisfactory that, as the male school attendance officers drop out, their work will probably be taken up by nurses.

The following list of places employing nurses in combination posts is necessarily incomplete, as these posts are increasing steadily:—

School Nurse and Health Visitor—Croydon, Bilston,

Taunton, Leicestershire, Radcliffe, Shrewsbury, Southampton, Wakefield, Winchester, Warwickshire, Derbyshire, York.

Health Visitor, Sanitary Inspector, and School Nurse—Long Eaton.

Health Visitor, Inspector of Midwives, Attendance Officer, and School Nurse—Derbyshire.

Health Visitor and Inspector of Midwives—Myrthyr-Tydfil, South Shields, Bootle, Bournemouth, Weymouth.

Factories and Workshops Inspectors—Birmingham, Nottingham.

II. NURSING HOMES.

If all the money had been safely invested which has been thrown away over attempting to make nursing homes pay, there would be many more rich women among retired nurses. To found and manage a nursing home successfully requires the business management of a hotel manager, together with the technical skill and the organising power of an experienced matron. The number of nurses who struggle on helplessly year by year in hopelessly insolvent concerns of this nature, and finally drop out to make room for a fresh supply of too hopeful aspirants for success, can never be known. The very small number of well-managed and paying nursing homes acts as a perpetual incentive to women who have saved a few hundreds to risk their all over this intricate business, and medical men unfortunately often lend encouragement in this direction to women who are foredoomed to failure. The initial mistake is to suppose that a highly trained and successful private or hospital nurse is necessarily acquainted with all the factors needed to make a nursing home satisfactory. Probably the amount of technical knowledge respecting the patient's environment which the nurse has acquired is in inverse ratio to her knowledge of how to nurse him. As head of a nursing home she will be able to see comparatively little of her patients. Her time will be occupied with sanitation, correspondence, housekeeping, accounts

and the reception of visitors. Has she any sound knowledge of any of these branches of the work? Unless the nurse has proved herself to possess sound business qualifications she will be well advised to decline the control of so difficult, complicated and costly a household as is presented in even a small nursing home. If these lines of warning do not suffice to deter readers from a dangerous course, let it at least inspire them with caution. In the case of a purchase of an existing home and goodwill being contemplated, let the agreement be carefully examined by a lawyer or business friend. Let the premises be thoroughly overhauled by a sanitary inspector, and let the intending purchaser make sure of three clear years of expenses in advance, before risking the inevitable waiting period until patients flow in. Keep the accounts from the very beginning under the direction of a practised accountant, who should examine them at least once in six months, and regularly audit them once a year. Engage none but fully trained nurses, and economise by means of supervision, not by cutting down salaries or buying inferior articles of food. Guard against regulating personal expenditure to fit the dimensions of a large house, for the temptation to live beyond the income has wrecked many a promising concern. Maintain the discipline and strict control over time characteristic of the best hospitals, and regard the work unceasingly as a campaign in which the slightest advantage to the enemy may mean ruin. When all has been said, the advice to those desirous of starting nursing homes at their own expense must be "Don't". It is public work, and its fluctuations, responsibilities and disappointments are too heavy for the shoulders of one woman.

12. MASSAGE, SWEDISH DRILL, ELECTRICITY, ETC.

Many fully trained nurses take massage courses on the conclusion of their training, and opportunity is given in the best hospitals for nurses to learn massage and help in

the electrical department either during their course or at the conclusion of it. Fees for a course of massage vary from £10 10s. upwards. Independent examinations are held twice a year, and a certificate is given by the Incorporated Society of Trained Masseuses, 99 Mortimer Street, Cavendish Square, W., to whom application should be made (enclosing stamp for reply) for particulars as to schools, etc., and other useful information. The far more thorough methods of instruction prevailing in Sweden have had the inevitable result of introducing a demand for the Swedish masseur and masseuse in England. The only possible method of meeting this formidable competition is to introduce a higher standard of training in these subjects into this country.

The second method of being trained is to enter a college for teaching Swedish Drill and massage in connection not so much with actual disease as with impaired conditions of vitality. This is a most interesting career, less overstocked than the ranks of the masseuse pure and simple, and excellent appointments are open to those who qualify themselves for this branch of work at rest cures, homes, hydropathic establishments, sanatorias, ladies' schools, large shops and factories, etc. There is also an opening for holding classes in these subjects, and giving private lessons combined with massage. It is necessary for success that the student shall possess recognised certificates, to be obtained by a collegiate course of one or two years. There are several Training Colleges in London and the Provinces.

Women who desire to learn massage ought to consult a doctor, and be thoroughly overhauled before beginning their studies as it makes exceptional demands on the strength. It is a calling suitable for those who have any defect of eyesight debarring them from the ordinary duties of a nurse, and has been successfully practised by the blind. It requires a certain special aptitude as well as a good deal of knowledge, and there is no doubt that some of the most successful masseuses are dependent for much

of their popularity with their patients on the magnetism of their touch, a quality which cannot be taught.

Massage must never be undertaken except under medical direction, so that those who wish to qualify for this calling must provide themselves with introductions to medical men, or to the heads of reputable nursing homes.

13. MISCELLANEOUS POSTS.

With the spread of trained nursing, a variety of posts rather outside the usual lines present themselves. Among these the most generally sought after are posts of stewardess on ocean liners, on some of which nurses are now appointed in preference to the ordinary attendants. Except for the purpose of obtaining a glimpse at the world, it is difficult to understand why a trained nurse should be eager to secure a position which is ambiguous from a professional point of view and extremely arduous. The conditions of service, which make the salary dependent to a large extent on the liberality of the passengers, are hardly suited to the dignity of the trained nurse. Much of the duties are purely mechanical, are performed for persons in ordinary health and demand no special training. The association with the stewards and other subordinates on board cannot fail to be highly distasteful to many women, and in general it may be held that, except under well-defined conditions, the post of stewardess has little to recommend it for a woman capable of doing higher work. Certain liners, however, appoint trained nurses as nurses, not as stewardesses, with definite allowances, and a defined position on 'board, to attend under the doctor any cases of illness which may occur on board. These posts are rare at present, but on the whole well paid and advantageous. The number will probably increase when the advantages of having a trained nurse on board are more clearly understood. But nurses ought not to be confused with stewardesses.

Other appointments, as for instance attendants at shops, or in trains, assistants in advertised forms of special

treatment, etc., attract women tired of routine and hoping for a change of ideas. On the whole it may be taken that such by-paths of nursing are generally monotonous, and often lacking in all which makes the profession in its truer developments soul-satisfying. Care should be taken to understand thoroughly the conditions of service before entering upon any agreement, and no post should be accepted in which a fixed stipend cannot be guaranteed, with fixed hours of work. The nurse should always be on her guard not to lower her profession by permitting her uniform and qualifications to be made use of for advertisement purposes. Engagements with large firms or companies are usually safe, but small private venture concerns requiring the aid of a nurse should be regarded with the utmost suspicion.

CHAPTER III.

CENTRAL MIDWIVES BOARD.

The Midwives Act—Examinations—Training—Local Supervising Authorities
—The Working of the Act.

THE Midwives Act, which became law in July, 1902, is administered by the Central Midwives Board, which is empowered to regulate the training of Midwives, to supervise and restrict their practice within due limits, to issue and cancel certificates, to hold examinations, and generally to carry out all the provisions of the Act, with the approval of the Privy Council.

The Board consists of nine members: Four registered medical practitioners, appointed by the Royal Colleges of Physicians and Surgeons, the Society of Apothecaries, and the Incorporated Midwives Institute; two persons (one of whom must be a woman) appointed by the Lord President of the Council; and three persons appointed respectively by the Association of County Councils, the Queen Victoria's Jubilee Institute, and the Royal British Nurses' Association.

The Board has now been at work for over ten years. Rules were framed and issued, which remained in force for three years. The period of operation of the Rules of 1903 expired (after two extensions) on 30th April, 1907, and a revised code, approved by an order in Council of 24th April, 1907, came into force, and was approved for the period ended 30th September, 1909. A third edition came into force on 1st July, 1911, and has been approved by the Privy Council for a period of five years.

Examinations.—The system of examinations instituted

by the Board provides for the holding of examinations six times a year in London, and three times a year in the Provinces. The original centres were Bristol, Manchester, and Newcastle-on-Tyne; Birmingham was added in 1908 and Leeds in 1910. The first examination was held in June, 1905, with 307 candidates. Less than 60 per cent. of the successful candidates intend to practise as midwives, the net annual addition of practising midwives to the Roll being about 1,200. The examination is both written and oral, the time allowed for the paper being three hours, while each candidate is examined orally by two examiners for a quarter of an hour or more. No examiner may examine his own pupil, and no candidate who has failed appears again before the same examiners. A candidate is not passed on a percentage of failures, but is rejected only where she appears likely to be dangerous to the lives of lying-in women. The percentage of failures is lower every year. All intending midwives must pass the examination of the Board. Under Sections I. and II. of the Act *bonâ-fide* midwives and those who had passed certain examinations were placed on the Roll.

The fee for examination is one guinea. Applications have to be made to the Secretary of the Central Midwives Board at the offices. Copies of the Act (2d. post free) and the Rules of the Board (7d. post free) can be obtained from the printers, Messrs. Spottiswoode & Co., 5 New Street Square, E.C.

Training.—The Board is not authorised by the Midwives Act to undertake the training of midwives, but an important part of its work in this connection has been to deal with the applications of maternity hospitals and institutions for recognition as training schools, the applications of registered medical practitioners for recognition as teachers, and the applications of certified midwives for approval for the purpose of supervising the practical work of pupils, *i.e.*, the attendance on and personal delivery of at least twenty cases, and the nursing of at least twenty lying-in women for the ten days following delivery.

Candidates for examination must have received training at a recognised training school, or from recognised teachers and approved midwives. Separate lists of these can be obtained from the Secretary of the Central Midwives Board. There are now over 85 recognised training schools (including 4 in India and 1 in Hong-Kong), 135 recognised teachers, and 177 approved midwives. These lists are revised annually.

The names of all midwives certified under the Act are entered upon the Midwives Roll. The total number of certified midwives on the Roll on 1st June, 1912, was 33,574; of these it is considered that 17,000 are practising and that others are acting as monthly nurses; a good proportion keep their names on the Roll as a useful addition for foreign or colonial appointments, while many are engaged only in general nursing. Somewhat low salaries are offered in many districts, and while scholarships for training are offered by a large number of County Councils, it is not found altogether easy to attract the right women to work in districts in which maternity cases are few and fees are low.

The offices of the Board, where all information concerning the Act can be obtained, are at Caxton House, Westminster, S.W.

The Local Supervising Authorities.—Every midwife certified under the Act, who intends to practise as a midwife, is required to give notice to the Local Supervising Authority, and to repeat the notice each year in the month of January, so long as she continues to practise in the area. She must also give notice if she attends a case outside her district. The Local Supervising Authorities are the County Councils and the County Borough Councils. County Councils have power to delegate their authority to Committees, or to Urban, Rural, and Borough Councils. Where Committees are formed to administer the Act, women can be appointed upon them and they can also serve on County Councils. In London the Local Supervising Authority is the County Council, which has

appointed a Committee upon which are co-opted three women. Originally eleven counties delegated their authority to district councils, the remainder wisely retaining their powers. These delegations have been successively revoked, and now there is only one county (Anglesey) which does not administer the Act itself.

Midwives should not fail to make themselves acquainted with the rules of the Central Midwives Board, so that they may understand their relation to the Local Supervising Authorities, and they should carefully ascertain which body is the supervising authority in their particular district.

These local bodies are charged with the duty of supervision, the investigation of charges of malpractice, negligence, or misconduct, and, should they see cause, must report cases to the Central Midwives Board. They have the power to suspend a midwife from practice if this is necessary to prevent the spread of infection.

The Working of the Midwives Act.—The Midwives Act has not been sufficiently long at work to make it possible to judge of its general effects, but these, on the whole, have been entirely beneficial, and there is a decrease in the number of maternal and infantile deaths. It was a difficult piece of work to organise and regulate an hitherto unrecognised profession. The fact that over 60 per cent. of births in the United Kingdom are not attended by medical practitioners shows how large is the number of women now acting as midwives throughout the country with whom the Act has had to deal. The object of the Midwives Act is to secure safety to those women who desire to be attended by midwives: this will take time to achieve. The amount of progress made varies much in different localities. Some of the more important councils have appointed sub-committees on which suitable women with expert knowledge have been placed. It is a matter of regret that the power of appointing women to serve on these committees has not been more widely taken advantage of by the authorities at large. The provisions of the

Act, which will be found in Chapter IV., page 58, are thus being carried out with vigour, and excellent results may be expected in the future. In the counties where each District Council had separate powers there was practically no organisation, and little or nothing was done.

CHAPTER IV.

OUTLINE OF THE PRINCIPAL LAWS AFFECTING NURSES.

Engagement—Dismissal—Recovery of Wages—Treatment of Patients—
Gifts from Patients—Defamation of Character—Nurses in the Law
Courts—Notification and Disinfection—Registration of Births and
Deaths—The Midwives Act—The Insurance Act.

AN attempt is here made to set forth as clearly and concisely as possible an outline of those branches of the law which are most likely to affect nurses in the practice of their profession.

ENGAGEMENT.

The terms on which a nurse is engaged depend on the contract entered into in each case. They, of course, include the payment to her of certain wages, and the performance by her of certain duties. Where she is engaged by, or on behalf of, a private patient, her duty is confined to nursing the particular case for which she is employed, and she receives her wages directly from the patient or other persons employing her. The case is similar if she enters or avails herself of the services of an institution established for the purpose of bringing nurses into communication with employers. An institution of this kind is merely a nursing agency. It generally receives the wages and deducts a commission for introducing the nurse to the person who engages her, but the contract of the employment is made between the nurse and the patient or his friends. The position of a nurse who enters a hospital, nursing home, or other similar institution is different. In such a case the nurse usually engages

in return for a certain salary, and possibly other advantages, to give her services for the benefit of the institution for either hospital or private nursing as may be required. If she is sent out for private nursing the contract for her services is made by the patient or his friends with, and the remuneration is payable to, the institution, and not to her. Where a nurse is employed by an institution of this kind, the duties expected of her are often stated in printed regulations which, together with all the other rules of the institution, she, by accepting the engagement, binds herself to perform and keep. It need hardly be said that whether a nurse is engaged in private nursing or is in the employment of an institution, the contract which she enters into includes an obligation to nurse the patients entrusted to her with care and diligence, and it must be added (at all events where she professes to be trained) with competent skill.

PERIOD OF ENGAGEMENT AND DISMISSAL.

The period for which a nurse is engaged and the mode in which her engagement may be terminated vary according to circumstances. If she is employed by a hospital or other institution, the term of employment and the mode in which dismissal may take place are usually prescribed by the rules. Thus it frequently happens that the power of dismissal is, by the rules, solely vested in a committee of the governing body ; or it may be entrusted to the matron or lady-superintendent, with or without a right of appeal to a committee of the governors. In such a case a nurse can only be validly dismissed in the prescribed manner, and by the prescribed authority. In other cases a special arrangement may be made with the nurse as to the term for which she is employed, and as to the notice (if any) required for her discharge. In default of any other circumstances by which these questions can be determined, regard must be had to the interval at which the wages are paid. If they are paid weekly then, in the absence of anything to the contrary, the engagement is probably from week to

week, and a week's notice of dismissal is required. If they are paid monthly or at any other interval, then similarly the engagement is by the month or otherwise, as the case may be, and a corresponding notice is required for dismissal. In any case the employment may be immediately terminated by payment of a week's or month's wages (or as the case may be) in lieu of notice.

If the employment, instead of being from week to week or from month to month, is for an ascertained period it expires with the termination of that period, and no notice of dismissal or wages in lieu of notice need be given.

It is conceived that the rule of custom, applicable in the case of menial servants, that a month's notice is required to terminate the engagement on either side, has no application to a sick nurse.

Apart from any contract as to the circumstances under which dismissal may take place, the engagement of a nurse may at any time be summarily determined for misconduct without notice or wages in lieu of notice. Thus wilful disobedience or gross insolence, habitual neglect of duties and great incapacity, together with more serious offences, are grounds for instant dismissal and forfeiture of wages.

ACTION FOR WRONGFUL DISMISSAL.

A nurse who is wrongfully dismissed can maintain an immediate action for damages, the measure of damage being the loss which, in the opinion of the jury, she has actually sustained. Wrongful dismissal means dismissal otherwise than in accordance with the contract which was entered into. If, therefore, the nurse was engaged by the week, and she receives a week's notice of discharge or a week's wages in lieu of such notice, no action is maintainable by her whatever the reason for the discharge may have been, for the engagement was from week to week and has been duly determined. But if she is dismissed at a moment's notice, without sufficient cause and without wages in lieu of notice, the action will lie, for her dismissal has been improper, and her employer has broken

the contract which he made with her. It should be observed that the maximum damages recoverable are the wages she would have received if the proper notice had been given ; board wages in addition are not recoverable. An engagement in advance with a monthly nurse to attend a confinement is sometimes unavoidably broken by premature delivery. In such cases the nurse would seem to be entitled to compensation if not the whole fee, unless she is able to secure another engagement of equal value. It is her duty to do everything she can to minimize the damage which she is likely to suffer.

RECOVERY OF WAGES.

If the nurse's wages are not duly paid an action will lie for the recovery of them. Where the amount claimed is not more than £100 the action may be brought in the County Court, but in other cases it must be tried in the High Court. In the case of a nurse engaged in private nursing, the person to be sued is, of course, the person who employs her. In the case of a nurse employed by an institution, the institution itself cannot be sued unless it is (as is the case with many hospitals) a corporate body ; but the person who actually entered into the contract of engagement with the nurse, although such person may be merely a matron or lady-superintendent or other official, is, as a rule, personally liable to pay her salary. And if the contract was entered into by, or under the direction of a committee, then every member of the committee who attended the meeting at which the contract was entered into or authorised is *primâ facie* liable upon it.

TREATMENT OF PATIENTS.

The liability of a nurse in respect of bodily injury to a patient improperly committed is the same as that of any other person would be. If the injury was wilful, that is, if there was an intention to injure, she may be prosecuted criminally. And whether the injury has been committed

wilfully or not, she may be rendered liable in a civil action for damages.

She may also be responsible in damages for an injury resulting to a patient from negligence, for there is an obligation upon a nurse to be careful in the discharge of her duties. It is for the jury to say whether she has fallen short of the standard of carefulness which may reasonably have been expected from a nurse in the circumstances of the case. And if the negligence was wilful, that is, if the nurse was conscious that she had not taken proper and ordinary care, and that she was incurring the risk of causing harm to the patient, she might also be liable to a criminal prosecution, of course involving punishment proportionate to the gravity of the offence. An example will render this clear. Let it be supposed that a doctor orders a patient a warm bath, and the nurse whose duty it is to carry out the order makes the bath so hot that the patient is scalded. Here there are three possible alternatives. The nurse may have intended to scald the patient; or she may have placed the patient in the bath although she knew that she had not ascertained whether the water was at the proper temperature; or she may without any wrong intention have placed the patient in the bath carelessly and without thought. In the first case there is present an intention to injure the patient, and the act is consequently criminal. In the second case the negligence is so gross as probably to constitute a criminal offence. In the third case there is simple carelessness, and the liability involved is for damages only. Again, let it be supposed that the doctor has ordered a particular medicine, and the nurse administers another which causes injury to the patient. The three alternatives are again possible. The wrong medicine may have been wilfully administered, in which case there is criminal liability. Or it may have been given with conscious ignorance on the part of the nurse whether it was the right medicine or not, in which case there is wilful negligence, and again criminal liability is involved. On the other hand it may have been given thoughtlessly but without any intention to injure

or even to be negligent. In this case the liability is in damages alone. Where the patient would have had a right of action, but dies before bringing it, an action lies for the benefit of his or her wife, husband, parent or child.

A NURSE NOT A DOCTOR.

It is perhaps hardly necessary to point out that a nurse is not a doctor. Her position is subservient to that of the doctor. She is there to carry out his orders; but she is not entitled to prescribe for the patient herself, or to decide what method of treatment is proper for the disease from which the patient is suffering. There is no law which can prevent any person, even a nurse, from prescribing for a patient if desired to do so. But to discharge a function of this kind without possessing the requisite skill and knowledge, which only a medical training can give, is to tread on dangerous ground. Any person who deals with the life or health of any of His Majesty's subjects is bound to have reasonable skill and knowledge, and if a patient dies for want of it, such person may be guilty of manslaughter. Similarly, if the patient is injured without dying, there is a corresponding liability, and, in any case, the person who presumes to prescribe without possessing competent knowledge, may be liable to an action for damages if harm results.

CONTRIBUTORY NEGLIGENCE.

Damages are not recoverable where there has been what is technically called "contributory negligence" on the part of the patient himself. Thus, if (although there may have been negligence on the part of the nurse) the decisive cause of the injury is not that negligence, but negligence on the part of the patient, or if the patient has by his own carelessness directly contributed to the injury, he is precluded from recovering damages.

ABORTION.

Any attempt by drug or instrument to procure a miscarriage, whether the woman is actually with child or not,

is a felony and heavily punishable. And it is a misdemeanour, involving liability to serious punishment, to supply or procure a drug or instrument, knowing that it is intended to be used for such a purpose.

GIFTS FROM PATIENTS.

A gift obtained from a patient by undue influence is liable to be set aside, whether it consists of a bequest by will or of a gift during life. In the case of a gift by will the burden of proving undue influence rests upon those who allege it. In the case of a gift during life the rule is more strict. Where a doctor, or other person occupying a fiduciary relationship of a similar kind, obtains a benefit from his patient during life, there is a presumption of law that it was obtained by undue influence, and the gift will be set aside unless it can be proved that it was the voluntary act of the patient guided by independent advice. The ground of this rule is that a doctor stands towards his patient in a position which enables him to exercise great influence over him. It is conceived that in a less degree a similar position is occupied by a nurse, and that a considerable benefit obtained by her from a patient would be presumed (unless the contrary was clearly proved) to have been obtained by an improper use of the influence which her relationship with the patient placed her in a position to exercise.

This does not, of course, apply to small gifts, bestowed as tokens of friendship or gratitude.

In the case of a hospital nurse, the rules of the hospital generally preclude the acceptance of any gift from a patient.

DEFAMATION OF CHARACTER.

Verbal defamation is called slander, and written defamation is called libel. Either may be made the subject of a civil action for damages.

The defamatory statement must have been "published"; and publication is not confined to making known to the public, but includes making known to any person other

than the person concerning whom the libel or slander is uttered. In certain cases a communication is "privileged" and then no action will lie, unless express malice is proved, that is, ill-feeling or some other indirect motive on the part of the person publishing the defamatory matter.

In the case of a slander, though not in the case of a libel, special (that is, actual pecuniary) damage must be proved, otherwise the action will not succeed. This rule is, however, subject to important exceptions. A slander falsely imputing to a person the commission of a criminal offence, the contraction of a contagious disease, misconduct in, or want of some necessary qualification for his or her profession, or unchastity in the case of a woman, is actionable *per se* without the necessity of proving special damage, for in such a case the law presumes that the person against whom the slander is directed has suffered damage.

A person who repeats a libel or slander is equally liable with the person who originated it.

A character of a nurse, as, indeed, of any other person seeking employment, given *bona fide* to a person requesting it is privileged, and therefore not actionable unless express malice can be proved, and the same rule applies where a defamatory statement is published in the exercise of any other legal, social or moral duty.

That a libel or slander is wholly (not only partially) true is also a complete defence.

NURSES AS WITNESSES.

No person is bound to attend as a witness at a trial, unless duly served with a subpœna or summons for that purpose. If subpœnas for different cases are served for the same time, a criminal prosecution takes precedence over a civil action. In all other cases the subpœna first served should be the one complied with.

GIVING EVIDENCE.

It is by no means easy to give evidence properly. There are, however, a few elementary rules, the careful

observance of which is of the utmost importance. The duty of a nurse called as a witness (as indeed of every witness except a professional witness who may be called upon to express an opinion) is to confine her evidence to facts within her own personal knowledge. She is not, as a rule, expected or entitled to express opinions, and she should be most careful to avoid stating as facts things which are known to her only by hearsay, or which are merely matters of inference. The facts which she does know, she should state simply, without exaggeration on the one hand, and without any attempt at concealment on the other. She is there to give information to the court, and she is not responsible for, and must not take into consideration, the consequences which may ensue. It is perhaps superfluous to say that if facts are to be clearly stated they must be clearly arranged in the mind of the witness. This will often require careful thought, which should of course be bestowed in advance; and it will be found of material advantage in any case in which there is a probability of being called as a witness to make notes of the circumstances at or shortly after the time at which they occurred.

The demeanour of a witness should be quiet and respectful. The questions addressed to her should be answered as shortly and simply as possible, and she should be careful, especially in cross-examination, not to be led away from the facts which she knows, and which alone she is competent to state. Any attempt to return smart or frivolous answers should be studiously avoided.

EXPENSES.

In the case of a civil action a nurse like every other witness is entitled to be paid a sum sufficient to cover the reasonable expenses of attending the court. And she cannot be compelled to give evidence until this has been done. The objection that her expenses have not been paid cannot, however, be raised after the witness has been sworn. A nurse summoned as a witness in an action in the High

Court cannot claim compensation for loss of time, but in very exceptional cases a payment of this kind may be allowed. In the County Courts a different rule prevails. Every witness in a County Court is not only entitled to the reasonable expenses of coming to, staying at, and returning from the place of trial, but also to an allowance for loss of time. The allowance in the case of a female varies from 2s. 6d. to 10s. 6d. per day.

In criminal proceedings there is no obligation to tender a witness her expenses unless she is required to come from one part of the United Kingdom to another. In such last-mentioned case, however, she cannot be compelled to obey the subpoena unless she was at the time of service tendered a sum sufficient to cover the reasonable expenses of coming and returning.

The costs of the attendance of witnesses at an inquest are usually provided for by the local authority and paid by the coroner.

In the case of summary proceedings before magistrates no tender of expenses is required and it is in the discretion of the magistrates whether costs will be allowed or not.

INFECTIOUS DISEASES.

A penalty not exceeding £5 is imposed on any one suffering from an infectious disease of any of the kinds requiring notification (see *post*) who exposes himself, or on any one in charge of such a person who exposes him, without proper precautions against spreading the infection, in any street, public place, shop, or inn; and also on any one who gives, sells, removes, or exposes any bedding, clothing, or other articles which have been exposed to infection.

A penalty of the same amount, with a further penalty in case the offence continues of £2 for every day during which it continues, is also imposed on any person who throws or permits to be thrown infected rubbish into an ashpit or other receptacle for refuse without disinfecting them. Outside the metropolis, however, this only applies

in districts in which the Infectious Diseases (Prevention) Act, 1890, has been adopted.

DISINFECTING.

In London places for the disinfection of articles infected by any diseases requiring notification, together with the means of removal, must be provided by the sanitary authorities, and they may be provided for articles infected by any disease. In country districts places for disinfection may similarly be provided, but it is not compulsory.

CONVEYANCE OF INFECTED PERSONS.

In London the conveyance of an infected person in a public conveyance is absolutely prohibited. The driver of the conveyance (if he knows that he is conveying an infected person), the person who placed him in the conveyance, and the infected person himself are each of them liable to a penalty not exceeding £10; and the driver may also recover from the infected person and from the person who caused him to be conveyed, the cost of disinfecting the conveyance.

Outside the metropolitan area a penalty of £5 is imposed on a person suffering from an infectious disease who exposes himself in a public conveyance, without taking proper precautions against spreading the infection, or who enters a public conveyance without notifying to the owner, conductor, or driver, that he is suffering from such disease, and any person in charge of the infected person who so exposes him is liable to the like penalty. An infected person who enters a conveyance contrary to these rules is also liable to pay the expense of disinfecting it.

A conveyance and attendants for the removal of an infectious patient can always be obtained from the Metropolitan Asylums Board.

NOTIFICATION.

In London a case of infectious disease occurring in a house, which includes a school or any factory or building

in which persons are employed, always requires to be notified to the medical officer of health of the district. Outside London similar notification is required whether the Infectious Diseases (Notification) Act, 1889, has been adopted by the sanitary authority or not.

The duty of giving the notice does not usually fall upon the nurse, but it may do so. It is imposed in the first instance on the head of the family to which the patient belongs, and, in default of him, on the nearest relatives of the patient present in the house or in attendance on the patient. In default of any of these the duty is cast on every person in charge of, or in attendance on the patient, which would, of course, include the nurse. In the last resort it falls upon the person having the charge, management, and control of the building.

A penalty of 40s. is imposed on omission to send the notice, but a person (such as a nurse) who is only required to send it in default of some other person, is not punishable if she can satisfy the court that she had reasonable cause to believe that the notice had been sent by some other person.

The notice may be sent to the medical officer of health either at his office or his residence.

DISEASES REQUIRING NOTIFICATION.

The diseases requiring notification are small-pox, cholera, diphtheria, membranous croup, tuberculosis, erysipelas, scarlatina or scarlet fever, and all fevers known as typhus, typhoid, enteric, relapsing, continued, or puerperal. The sanitary authority of the district may enlarge the list.

REGISTRATION OF BIRTHS AND DEATHS.

Cases may arise (although this is not usually the case) in which the duty of registering a birth or death may fall upon the nurse.

BIRTHS.

In the case of a birth of a living child the duty of registration is imposed in the first place on the father and

mother, and in default of them upon the occupier of the house in which, to the knowledge of such occupier, the child was born, and upon each person present at the birth, and upon the person having charge of the child, which may, of course, include a nurse. The duty comprises giving information to the registrar of births and deaths for the sub-district in which the birth took place within forty-two days thereafter (not including the day of birth) of the date and place of birth, the name (if any) and sex of the child, the name and rank or profession of the father, the name and maiden surname of the mother, and the signature, description and residence of the informant.

If the birth is not registered within the above period, the registrar may by notice in writing require any of the persons above mentioned to attend personally within such time (not less than seven days after the receipt of the notice, and not more than three months after the birth) as he may specify, to give the required information and to sign the register.

If the registration has not taken place within three months, the registrar may before the expiration of twelve months from the birth, by notice in writing, require any of the same persons to make a declaration before the superintendent registrar of the particulars required for registration and to sign the register.

After twelve months a birth cannot be registered without the written authority of the Registrar-General.

The name of the father of an illegitimate child cannot be entered on the register except at the joint request of himself and the mother. The birth of a still-born child is not registered of course.

DEATHS.

The duty of registering a death falls (where an inquest is held) upon the coroner. In other cases it devolves in the first place upon the nearest relatives of the deceased present at his death or in attendance during his last illness, and in default of them upon every other relative of

the deceased dwelling or being in the same sub-district and, in default of them, upon each person present at the death, and the occupier of the house in which to his knowledge the death took place. In default of any of these persons the duty falls upon each inmate of the house in which the death took place, and upon the person causing the body to be buried. The information required for registration comprises the date, cause, and place of death, the name, sex, age, and rank or profession of the deceased, and the signature, residence and description of the informant, and such information must be given to the best of the informant's knowledge and belief.

A death is required to be registered within five days, exclusive of the day of death ; but if notice of the fact of death accompanied by the death certificate is sent to the registrar, a further period of fourteen days from the death, but exclusive of the day of death, is allowed for the other particulars.

If the death is not registered within this period, the registrar may at any time within twelve months from the death, by notice in writing, require any of the persons above mentioned to attend personally for the purpose of supplying the information required, and to sign the register. After the expiration of twelve months a death cannot be registered without the written authority of the Registrar-General.

The doctor's certificate of death should be handed to one of the persons whose duty it is to register the death, and the person receiving the certificate is bound, under a penalty of 40s., to deliver it to the registrar when giving notice of the death.

A fine of 40s. is imposed on refusal to answer a requisition by the registrar for information, and to wilfully give false information entails liability to severe penalties.

BURIAL OF A STILL-BORN CHILD.

A nurse may in some cases be required to make a declaration for the purpose of enabling a still-born child to

be buried. A still-born child cannot be buried unless the person in control of the burial-ground is furnished with (a) the certificate of a registered medical practitioner who was present at the birth, or examined the body, that the child was not born alive; (b) a declaration to the like effect signed by some person who would, if the child had been born alive, have been required to register the birth, and stating that no registered medical practitioner was present at the birth, or that his certificate cannot be obtained; or (c) if there has been an inquest, an order of the coroner. The burial of a deceased child as though it were still-born entails a penalty of £10.

CONCEALMENT OF BIRTH.

Any attempt to conceal the birth of a child, whether born alive or not, by secretly disposing of the body, is a criminal offence.

THE MIDWIVES ACT.

The Midwives Act, passed "to secure the better training of Midwives and to regulate their practice," became law in July, 1902, and came into operation on 1st April, 1903. By its provisions, after the 1st April, 1905, no woman might "take or use the title of midwife" unless certified under the Act (either as holding an approved certificate, or as having been in *bona fide* practice for a year prior to July, 1902); after the 1st April, 1910, no woman may practise as a midwife, that is "habitually and for gain attend women in childbirth, otherwise than under the direction of a qualified medical practitioner," unless so certified. The breaking of either of these provisions entails a penalty of £5 and £10 respectively.

The Act is administered by the Central Midwives' Board, see p. 39.

This Act does not apply to Scotland or Ireland.

THE INSURANCE ACT.

Under the Insurance Act, 1911, nurses under a contract of service with a salary of under £160 a year will be com-

pulsorily insured against sickness. Nurses employed by local or public bodies with an insurance scheme of their own approved by the Insurance Commissioners are exempt, as are also nurses with a private income of at least £26 per annum. Nurses not under a contract of service may become "voluntary contributors". The contribution is 3d. a week payable by the nurse and 3d. by the employers, and is payable up to the age of 70. The employer may deduct the nurse's 3d. from her wages. Every contributor ought to become a member of an "approved" friendly society, and those who are unable to obtain membership of one must insure through the Post Office, though the benefits are far less in the latter case. The benefits in general include free medical treatment and attendance, together with medicine, etc., weekly payments during sickness, viz. 7s. 6d. a week for 26 weeks and 5s. a week thereafter; and the societies will have power to give other benefits in addition to and in substitution for those already mentioned. A nurse who marries may continue as a special voluntary contributor; but in any case she is allowed a certain proportion of the sum already standing to her credit, to be devoted to payments in confinement or during sickness, until such sum is exhausted.

The Act came into operation on July 15, 1912. Sanatorium benefit became available on that date, but other benefits did not become available before January 15th, 1913 at the earliest; and in the case of some of these benefits a fixed number of contributions must have been paid, before a claim can be made. It is not possible in a short space to give more than the barest outline of the provisions of the Act, and nurses are strongly advised to procure one of the many pamphlets giving details of the Act which may be obtained anywhere for a few pence.

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NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

LONDON.

Army Nursing Service Reserve, War Office, S.W. This is a reserve of nurses to supplement Queen Alexandra's Imperial Military Nursing Service in the event of war. Members of this Reserve are not liable for service abroad but are allowed to volunteer for it in case of emergency. In time of peace the control rests with a specially constituted committee, under the presidency of H.R.H. Princess Christian; but in time of war those members who are called up for duty are entirely under the control of the Army Council, and at such times are bound by the regulations of Queen Alexandra's Imperial Military Nursing Service (see p. 64).

Qualifications of Candidates.—Age, 26 to 45. Appointment will be for a period of 5 years renewable at the desire of the member and the discretion of the Committee.

A candidate is required to sign a declaration * of her willingness, in the event of war, to accept service, if called on to do so, in a military hospital in the United Kingdom, and she must forward the following with the declaration form: (a) A certified copy of the entry in the register of her birth, or, if this is not obtainable, a declaration made before a magistrate by one of her parents or guardians, giving the date of her birth; (b) A certificate that she has completed, to the satisfaction of the hospital authorities, a course of not less than 3 years' training and service combined in a civil general hospital; (c) A recommendation from a person of social position (not a member of her own family) to the effect that by education and conduct she is in every way a desirable person to enter a service composed of ladies; (d) Two

* The form of declaration will be supplied to intending candidates on application to the Honorary Secretary, Army Nursing Service Reserve, War Office, London, S.W.

recent testimonials of efficiency in medical and surgical nursing from registered practitioners under whom she has worked; and (c) A certificate from a registered medical practitioner that she is in good health.

A recommendation from the matron of the civil hospital at which she was trained, certifying that she considers the candidate suitable for appointment to the Army Nursing Service Reserve will also be required in every case, but will be applied for by the Committee.

Dress.—Members, when not called up for military duty, are not bound by any rules as regards dress or uniform, but are expected to wear at all times the badge of the Army Nursing Service Reserve. The badge will be worn on the right breast.

Pay and Allowances.—When called up for duty a member of the Reserve will receive pay and allowances at the rates authorised for Queen Alexandra's Imperial Military Nursing Service, and in addition, on cessation of employment, a gratuity varying with her appointment and length of time employed, provided the service rendered has been in all respects of a satisfactory nature and certified to by the principal medical officer under whom she has served. Any member relinquishing her engagement for reasons not satisfactory to the Army Council will forfeit her title to a gratuity.

Retirement.—On attaining the age of 50, members will cease to belong to the Reserve.

Queen Alexandra's Imperial Military Nursing Service. Established by Royal Warrant dated 27th March, 1902. Address—The Secretary, War Office, Whitehall, S.W.

The Nursing Board under which the Service is controlled is composed as follows: President, H.M. Queen Alexandra; Vice-President, The Countess Roberts, Chairman, the Director General of the Army Medical Service; two members of the Advisory Board; Matron-in-Chief; two Matrons of Civil Hospitals; two members nominated by Her Majesty.

Constitution.—The Service consists of the Matron-in-Chief, 2 Principal Matrons (one serving at home and one in South Africa), Matrons, Sisters and Staff Nurses, and such non-commissioned officers and 1st class orderlies of the Royal Army Medical Corps as have been specially recommended. Vacancies in each rank are filled from the rank below by selection coupled with seniority.

Appointment and Qualification of Candidates.—A candidate for the position of staff nurse or sister must be between 25 and 35 years of age, single or a widow, and possess a certificate of not less than 3 years'

training and service in medical and surgical nursing in a civil hospital of not less than 100 beds. She must be of British parentage, or a naturalised British subject. The matron-in-chief will be required to satisfy the Nursing Board that, as regards education, character and social status, the candidate is a fit person to be admitted. The candidate will be required to fill in a declaration which will be forwarded to her on application, and to produce the following documents:—

- (a) A certificate of registration of birth ; or, if this is not obtainable, a declaration made before a magistrate by one of her parents or former guardians, giving the date of her birth.
- (b) Her certificates of training (in original).

Before being appointed the candidate will, if physically fit, appear before a sub-committee of the Nursing Board, which will make recommendations as to her appointment. Arrangements will be made for her physical examination at headquarters.

Terms of Appointment—Staff Nurses.—If accepted for service, a staff nurse will be appointed provisionally for a period of 6 months. A special report will be made at the end of the provisional period as to her work, conduct and suitability. These special reports will be made by the matron of the hospital, and will be forwarded to the matron-in-chief through the officer in charge of the hospital, to be laid before the Nursing Board.

Dress.—Members will provide themselves with the following uniform: *Matron-in-Chief*—Grey uniform, faced with scarlet, and braided ; scarlet cape. *Principal Matrons and Matrons*—Annual, 1 grey serge dress and 2 grey alpaca dresses (with scarlet cuffs), 6 muslin caps, 6 turned down collars, 6 pairs cuffs, 2 scarlet capes, 1 grey bonnet ; 1 summer and 1 winter cloak, grey, with scarlet collar. (In hospitals where matrons are required to nurse, they will provide themselves with 1 grey alpaca dress instead of 2, 2 grey washing dresses and 6 aprons.) *Sisters and Staff Nurses*—Annual, 1 grey winter dress, 1 grey summer dress and 3 grey washing dresses (with 2 scarlet bands 1 inch wide on the cuffs in the case of sisters), 6 muslin caps, 6 turned down collars, 6 pairs cuffs, 2 scarlet capes, 1 grey bonnet, 8 aprons ; 1 summer and 1 winter cloak.

Badge and Uniform.—The Queen's Badge is always to be worn by members when in uniform. Members of all ranks may wear a special evening dress of approved pattern ; cap to be worn but no apron. Grey waterproofs may be worn when required. Helmets or white sailor hats, with plain distinctive ribbon bands, to be worn when serving

in hot climates, in the country, or in the hospital grounds. The uniform must be purchased by the members of the Service themselves, an allowance for this purpose being granted. (See under Pay and Allowances.) The establishments selected to supply it will be intimated to them on application to the matron-in-chief.

Service Abroad.—The period of service abroad, reckoning from the date of embarkation at home, will be from three to five years, according to climate, unless such period be incompatible with the interests of the public service.

Leave of Absence.—Pay during ordinary leave of absence may be granted in each financial year for the following periods: Matron-in-chief, principal matron and matron, 6 weeks; sister, 5 weeks; and staff nurse, 4 weeks. Pay may be granted for leave of absence which has accumulated for not more than 3 years during service at a station abroad.

Pay (but not charge pay) during leave of absence on account of injury or sickness may be granted as under:—

(a) When the injury or sickness is certified by the regulated medical authority to have been caused by the service, full pay may be given for a period of 12 months, and half-pay for a further period of 6 months. In exceptional cases, half-pay may be issued for a still further period up to a maximum of 6 months, if approved by the Army Council. (b) When the injury or sickness is not caused by the service full pay may be granted for a period of 6 months, and after 20 years' service two-thirds pay; or after less than 20 years' service half-pay for a further period not exceeding 6 months. (c) When the sickness occurs at the station, a period not exceeding thirty days shall, if duly certified by a medical officer, be excluded from the period of absence on leave to which the issue of pay is limited. Any such leave of absence in excess of thirty days shall reckon in diminution of the periods of leave granted under Article 670 or 671 of the Royal warrant.

Pay and Allowances.—The pay is as follows: Matron-in-Chief at the rate of £305 a year, increasing £15 a year to £350; Principal Matron, £175 a year, increasing £10 a year to £205; Matron, £75 a year, increasing £10 a year to £150; Sister, £50 a year, increasing £5 a year to £65; Staff Nurse, £40 a year, increasing £2 10s. a year to £45. In addition, the necessary establishment of servants is provided when servants' allowance is not drawn. Pay may be issued in advance for a period not exceeding one month, prior to embarkation for service abroad.

An allowance in lieu of board and washing at the rate of 15s. a week at a home station, or of 21s. a week at a station abroad is granted to each member. A special allowance for the provision of clothing is

also granted, except to the Matron-in-Chief, at the following rates: Annual clothing and cloak allowance abroad £9, at home £8. Outfit allowance when proceeding on active service, £8 5s. An allowance of 10s. 6d. a week for board, etc., is granted to the servant appointed to attend on the members. The other allowances at stations abroad, including the allowance for servants, will be with the exception of the matron-in-chief and principal matrons, who will be entitled to allowances of their class at such rates, not exceeding those of a departmental officer of subaltern rank, as the Army Council may determine.

A matron may be granted charge pay at a rate not exceeding £30 a year, according to the magnitude of her charge. During absence on sick leave of a matron or sister who has been granted charge pay, such pay may be drawn by the person actually in charge.

RETIREMENT, PENSIONS, AND GRATUITIES.

A member of Queen Alexandra's Imperial Military Nursing Service, who was previously employed with the late Army Nursing Service, may count the period of such employment for pension.

A member may retire voluntarily on pension on completion of 20 years' service, and shall be compulsorily retired at the age of 55.

If pensioned on account of disability, 1 year of service in a tropical climate may count as 2 years towards pension.

She shall be entitled to retire on pension after 10 years' service if she is rendered unfit for hospital duty through disease or injury, certified by the regulated medical authority to have been caused by the service.

She may at any time be required to retire on account of unfitness for the duties of her appointment, with such gratuity as she may be entitled to under Article 679 of the Pay Warrant.

The pension shall be calculated on the rate of pay and charge pay, if any, at the time of retirement, and shall, after 10 years' service, be 30 per cent. of such pay, with an additional 2 per cent. for each year of service in excess of 10, up to a maximum of 70 per cent. of such pay.

In any case of special devotion to duty, a higher pension, not exceeding £50 a year, may be granted should the rate for which she is normally qualified be less than that amount.

If disabled in the Service, after 5 but under 10 years' service, such rate of pension below that fixed in Article 682N of the Pay Warrant shall be granted as may be determined by Army Council. If she has served for less than 5 years when disabled, she shall receive a gratuity, to be determined in like manner.

A member retired under Article 676 of the Pay Warrant may, pro-

vided she has not been guilty of misconduct, be granted a gratuity of 1 month's pay for each year of service, if not entitled to a pension under Article 677 of the Pay Warrant.

In cases where a member is pensioned for a disability not permanently unfitting her for duty, the pension shall cease on the date when she again becomes fit for duty, unless there should then be no vacancy, in which case, should she be willing to continue her service, she may remain on pension for a period not exceeding one year, pending a vacancy.

A member retiring without having previously obtained permission to do so, shall forfeit all claim to pension or gratuity.

Queen Alexandra's Imperial Military Nursing Service Reserve, War Office, S.W. Formed for the purpose of maintaining a reserve of nurses to supplement Queen Alexandra's Imperial Military Nursing Service in the event of war. President, H.M. Queen Alexandra.

Candidates must be between 26 and 45 years of age, single or widows, and must hold a certificate of not less than three years' training and service in a civil general hospital, or a Poor Law Infirmary recognised by the Local Government Board as a nurse training school. They must agree to serve either at home or abroad, as required, if called upon in time of war, and will be enrolled for a period of three years, which may be renewed from time to time. They will report themselves once a year in writing to the Matron-in-Chief and will be required to satisfy the Board that they are continuously employed in *bonâ fide* nursing duties. A retaining fee of £2 per annum will be paid to sisters and staff nurses on enrolment and annually thereafter, whilst they remain in the Reserve.

Arrangements will, when possible, be made to enable members to do duty in a Military Hospital for a week or a fortnight if they wish. The only payment required from them during this period will be 12s. 6d. weekly for board. No emoluments will be receivable.

Members may be required to retire at the age of 50.

When called up for service members of the Reserve will be required to serve under the rules of Queen Alexandra's Imperial Military Nursing Service (which see).

Queen Alexandra's Military Nursing Service for India., India Office, London, S.W. 4 LADY SUPERINTENDENTS
16 Senior Nursing Sisters; 71 Nursing Sisters.

Application to be made on form obtainable (if in England) from the

Under Secretary of State for India, India Office; if in India, from the Principal Medical Officer, H.M. Forces in India. Average yearly applications, 20; vacancies, 7.

Qualifications.—Candidates must have had at least 3 years' previous training and service in a British general hospital of not less than 100 beds in which "adult male patients receive medical and surgical treatment, and in which a staff of nursing sisters is maintained," and must be over 27 and under 32 at date of appointment. They must satisfy the Nursing Board at the India Office as to their general suitability, and must be certified by a Military Medical Board to be physically fit for service in India. Evidence required of capacity for hospital management gained by experience in some hospital appointment of responsibility.

Term of Service.—Five, ten, fifteen or (if specially recommended by the commander-in-chief) twenty years. Retirement compulsory in any circumstances, however, for Lady Superintendents at 55, and for other grades at 50. Engagement terminable by 6 months' notice on either side, but a nurse who resigns (except for ill health) with less than 5 years' Indian service must refund £20 in respect of her passage out and will not be entitled to her passage home. The Government of India may dis-pense with the services of a lady nurse at once and grant her a gratuity not exceeding 6 months' pay.

Leave.—After engagement for a second, third or fourth term of 5 years' service a nurse may be granted not more than 1 year's leave on two-thirds pay with free passage by land and sea from and to her station; such period will not reckon as service in any way. The leave may be extended on medical certificate for a period not exceeding one year under certain conditions. Special leave out of India without pay may also be granted subject to the exigencies of the service. Leave on medical certificate, on two-thirds pay, either in or out of India up to a maximum of one year in one term and 6 months in every other term of 5 years' service may be granted; such leave counts as service and may be extended on medical certificate under certain conditions. Short leave and privilege leave may be granted at the discretion of the local authorities and as circumstances may permit.

Rates of Pay.—Pay (in addition to free quarters, fuel, light and punkah-pullers)—For Lady Superintendent, 300 rupees per month; senior nursing sister over 5 years in grade, 225 rupees per month; senior nursing sister, under 5 years in grade, 200 rupees per month; nursing sister, over 5 years in grade, 200 rupees per month; nursing sister, under 5 years in grade, 175 rupees per month. Pay commences

from the date of embarkation for India. A local allowance of 50 rupees per month is authorised for the senior Lady Superintendent and of 60 rupees at the end of each completed year for the provision of uniform to each senior nursing sister and nursing sister. A grant in aid for the provision and maintenance of mess property is made at the rate of 50 rupees for each member of the service on appointment and 12 rupees annually afterwards.

Pensions and Gratuities.—After 15 years' service, nursing sisters receive a pension of £50 per annum, senior nursing sisters £80, and Lady Superintendents £120 increased by £2 in the case of nursing sisters and by £4 in the case of senior nursing sisters and Lady Superintendents for every additional year's service beyond 15 and up to 20, with a maximum of £60, £100 and £140 respectively. An addition of £10 is made to the pension of the senior Lady Superintendent. If ill health compels retirement before 15 years' service but after 10, or before 10 but after 5 years' service providing in this latter case the disability is such as to incapacitate her from working in a more temperate climate, and has been caused or aggravated by the Indian climate, the nurse is granted a pension the amount of which will be determined by the Secretary of State for India in Council on the recommendation of the Indian Government. *Gratuity allowed on retirement:* After 5 years' service.—To Lady Superintendent, 500 rupees, with 140 rupees in addition for each complete year's service as superintendent and 70 rupees additional for each complete year's service as senior nursing sister; to senior nursing sister, 500 rupees with 70 rupees in addition for each year's service in that grade; to nursing sister, 500 rupees: After 10 years' service.—To Lady Superintendent, 1500 rupees, with 250 rupees in addition for each complete year's service as superintendent and 125 rupees additional for each complete year's service as senior nursing sister; to senior nursing sister, 1500 rupees, with 125 rupees in addition for each complete year's service in that grade; to nursing sister, 1500 rupees. If compelled by sickness to leave India before completion of 5 years' service a gratuity is granted for each complete year's service of 200, 100, and 75 rupees, respectively; or if compelled by sickness to leave before completion of second term of service a gratuity for each completed year of second term of 240, 120 and 100 rupees respectively, in addition to that for the completed term of 5 years.

Free passage out and home granted and travelling expenses between ports of embarkation and residence.

An outfit allowance on appointment of £15 for each nursing sister.

Inoculation against enteric fever is recommended.

Embarkation if required not later than 30 days after appointment.

Queen Alexandra's Royal Naval Nursing Service. Address—The Director-General, Medical Department of the Navy, Admiralty, Whitehall, S.W. PRESIDENT, H.M. Queen Alexandra.

The Female Nursing Establishment consists of 3 grades, *viz.*: Head Sisters, Superintending Sisters and Nursing Sisters. Superintending Sisters are promoted by selection from the list of nursing sisters and head sisters in like manner from the list of superintending sisters and nursing sisters. Candidates must be of British parentage or naturalised British subjects and produce certificates of training for at least 3 years at a large civil hospital in the United Kingdom, in which adult male patients are received for medical and surgical treatment, such hospital being also provided with a matron and staff of nursing sisters. Age, 25 to 35. PAY (in addition to furnished quarters, uniform, fuel and light) for head sisters, £130 to £160 per annum, for superintending sisters, £70 to £100; for nursing sisters, £40 to £65, with allowances in lieu of provisions and washing of 15s. to 19s. a week at home, and 21s. to 35s. abroad. A form of application is supplied by the Admiralty. Candidates are appointed on 6 months' probation, and, on confirmation, nursing sisters receive an appointment signed by Her Majesty Queen Alexandra. Foreign service is obligatory.

Territorial Force Nursing Service. Headquarters, War Office, Whitehall, S.W. Communications to be addressed to the Matron-in-Chief, T.F.N.S., War Office, 80 Pall Mall, S.W. No. on Staff, 2784 and a reserve of about 200. Average applications 250 yearly and vacancies 150.

The Advisory Council by which the Territorial Force Nursing Service is controlled is composed as follows:—

President, H.M. Queen Alexandra; Vice-President, The Countess of Minto, C.I.; Chairman, the Director General of the Army Medical Service; Vice-chairman; Miss Haldane, LL.D., the Matron-in Chief; 6 matrons of London hospitals and 4 other members.

The nurses who enrol in the Territorial Nursing Service will not be sent out on foreign service. Their duty will be—in the event of the embodiment of the Territorial Force—to serve in one of the nineteen general hospitals now organised in England, or in one of the four organised in Scotland, a list of which is given overleaf. No arrangements have been made for Ireland at present.

To each of these hospitals will be attached a roll of 121 members, namely a principal matron, 2 matrons and 118 sisters and matrons, in order that 92 may always be available.

A list of the hospitals with the name of the principal matron of each will be found on pages 74 and 75.

Conditions of Service.—A candidate for enrolment as sister or nurse must hold a 3 years' certificate from a recognised hospital or infirmary, and in the case of a candidate employed in a hospital must obtain the consent of her matron. Character must be excellent, and health and education good. They must be specially recommended for army work.

A sister or nurse must not be under 23 or over 50 at the date of enrolment.

A candidate for enrolment as sister or nurse will be required to fill in the form of application, which will be supplied by the Principal matrons, one of whom will afterwards interview her.

On the 1st January in each year she will be required to return to the Principal matron the card of membership, giving particulars as to her employment during the preceding year, and notifying any change of address. Failure to comply with this regulation will necessitate the removal of her name from the roll.

A sister or nurse who has ceased from active nursing work for a period of two years or more shall retire from the service.

A sister or nurse may retire at any time, or may be removed from the roll by the Advisory Council.

Discipline.—Sisters and nurses when on duty in a Territorial Force Hospital will be required to conform to the ordinary discipline of a civil hospital and to such military rules as may be necessary. The nursing staff will be under the control of the matron, who will arrange the duties and work of each member.

Training in Peace Time.—Principal matrons and matrons will be liable to be called up for training in a military hospital for seven days periodically. Matrons called up for training during peace will receive army pay and allowances at minimum rates and will board at the public expense.

Leave.—The same as the regular service when called up for duty.

Uniform.—A distinctive badge will be issued to members, which must be returned on their leaving the service. The regulation uniform of grey faced with scarlet must be worn when called up for duty in time of war, and may also be worn under special conditions in time of peace.

The different ranks will be indicated by distinctive stripes upon the sleeves.

Emoluments on Mobilisation.—The following will be the scale of pay and allowances on embodiment :—

RANK	PAY PER ANNUM			Board and Washing Allowance per annum	Uniform Allowance per annum	WHEN QUARTERS ARE NOT PROVIDED	
	Initial Rate	Annual Increment	Maximum			Fuel and Light Allowance (average)*	Allowance Lodging
Nurse ...	£ s. d. 40 0 0	£ s. d. 2 10 0	£ s. d. 45 0 0	} 39 0 0	£ s. d. 8 0 0	£ s. d. 11 3 0	£ s. d. 41 1 3
Sister ...	50 0 0	5 0 0	65 0 0				
Matron...	75 0 0	10 0 0	150 0 0				
Principal Matron	A special gratuity according to service.						
Matron-in-Chief	305 0 0	15 0 0	350 0 0	39 0 0	nil	22 10 0	73 0 0

In addition to the above, servant allowance will be issuable when the necessary establishment of servants is not provided.

Charge pay will be granted to a matron or sister on the undermentioned scale:—

	Per annum.
If in charge of 300 beds and over	£30
„ „ „ from 200 to 299 beds	25
„ „ „ „ 100 to 199 „	15

A member of the Territorial Nursing Service employed in a Territorial Force Military Hospital on embodiment will also on the cessation of her employment from causes beyond her own control receive a gratuity provided she has rendered satisfactory service. The following are the rates of gratuities for every complete year of service: Matron, £15; Sisters, £10; Nurses, £7 10s.

When called up for service on embodiment, and on the termination of such service, members will be entitled to their travelling expenses between their places of residence and hospital.

Retirement.—Sisters or nurses shall retire at the age of 55; matron at 60.

* Or such other rates as may be fixed from time to time by Army Order.

HOSPITALS OF THE TERRITORIAL NURSING SERVICE.

General Hospital.	Situation.	County Association administering the Unit where Local Committees are formed.	Counties included in the area.	Name and Address of Principal Matron.
1st London	London	City of London	—	Miss R. Cox-Davies, Royal Free Hospital, Gray's Inn Road, W.C.
2nd London	Do.	Do.	—	Miss Davies, St. Mary's Hospital, Paddington, W.
3rd London	Do.	London	Middlesex	Miss Barton, Chelsea Infirmary, Chelsea, S.W.
4th London	Do.	Do.	Do.	Miss Ray, King's College Hospital, Lincoln's Inn, W.C.
1st Western	Liverpool	West Lancashire	Cumberland, Westmoreland	Miss Glover, David Lewis Northern Hospital, Liverpool.
2nd Western	Manchester	East Lancashire	—	Miss Sparshott, Royal Infirmary, Manchester.
3rd Western	Cardiff	Glamorgan	All other counties in Wales, Chester, Shropshire (Salop), Hereford and Monmouth and Durham	Miss E. M. Wilson, King Edward VII. Hospital, Cardiff.
1st Northern	Newcastle-on Tyne	Northumberland	York (North Riding)	Miss E. F. C. Brown, Royal Victoria Infirmary, Newcastle-on-Tyne.
2nd Northern	Leeds	York (West Riding)	York (East Riding)	Miss E. S. Innes, General Infirmary, Leeds.
3rd Northern	Sheffield	York (West Riding)	Nottingham and Derby	Miss Smceton, Royal Infirmary, Sheffield.
4th Northern	Lincoln	Lincoln		Miss Sheppard, The Hospital, Lincoln.

5th Northern	Leicester	Leicester	Rutland and Stafford Worcester	Miss C.E. Vincent, Royal Infirmary, Leicester.
1st Southern	Birmingham	Warwick		Miss Buckingham, Queen's Hospital, Birmingham.
2nd Southern	Bristol	Gloucester	Gloucester	Miss Baillie, Royal Infirmary, Bristol.
3rd Southern	Oxford	Oxford	Berks, Buckingham	Miss Watt, Radcliffe Infirmary, Oxford.
4th Southern	Plymouth	Devon	Cornwall, Somerset	Miss Smale, Royal Devon and Exeter Hospital, Exeter.
5th Southern	Gosport	Southampton (Hampshire)	Wilts, Devon	Miss Alcock, Royal Hospital, Portsmouth.
1st Eastern	Cambridge	Cambridge and Isle of Ely	Norfolk, Suffolk, Essex, Northampton, Huntingdon, Bedford, Hertford	Miss Montgomery, Addenbrooke's Hospital, Cambridge.
2nd Eastern	Brighton	Sussex	Surrey, Kent	Vacant.
1st Scottish	Aberdeen	—	The Highlands, including Stirling	Miss Edmondson, Royal Infirmary, Aberdeen.
2nd Scottish	Edinburgh	—	Eastern Counties	Miss Gill, Royal Infirmary, Edinburgh.
3rd Scottish	} Glasgow	}	Lanark, Renfrew, Wigtown, Ayr and Kirkcudbright	Miss Gregory Smith, Western Infirmary, Glasgow.
4th Scottish				Miss Melrose, Royal Infirmary, Glasgow.

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II. MUNICIPAL APPOINTMENTS.

- (i) Inspectors of Midwives.
- (ii) Health Visitors.
- (iii) School Nurses.
- (iv) Women Sanitary Inspectors.

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MUNICIPAL APPOINTMENTS.

(i) INSPECTORS OF MIDWIVES.

Qualifications.—(a) **Essential**—(1) Certificate of the Central Midwives' Board; (2) Practical experience in midwifery; (b) **Non-essential but useful**—(1) General training; (2) District Nursing experience; (3) Sanitary Certificate or Health Certificate.

Salary.—£75 to £250 (usually £100 to £120). Travelling expenses when necessary.

Application.—These posts are advertised when vacant. Application to be made usually to the Medical Officer of Health.

Duties.—(1) To inspect all midwives in her area, trained and *bona-fide*, and their books, bags, and appliances; (2) to enquire into all cases of puerperal sepsis, and alleged malpractice, and report on the same; (3) to collect and give evidence on these cases if necessary; (4) to direct and supervise efficient disinfection of the midwife and all that has come in contact with a septic case; (5) to be responsible for necessary clerical work in her department.

The following is a list of County Councils and County Borough Councils employing Inspectors of Midwives.

County Council.	No. of Inspectors of Midwives Employed.	County Council.	No. of Inspectors of Midwives Employed.
Bedfordshire	1	Sussex East	1 (Lady Doctor)
Buckinghamshire	1	„ West	1 Part Time
		Glamorgan	1
Derbyshire	<div> <div>1 Supt.</div> <div>1 Assistant</div> <div>1 Part time</div> </div> <div>Insp.</div>		
Durham	1	County Borough Councils.	No. of Inspectors of Midwives Employed.
Hertfordshire	1		
Kent	2	Birmingham	1
Lancaster	2	Bradford	1
London	2 (Lady Doctors)	Hull	1
Middlesex	1	Liverpool	1
Monmouth	1	Manchester	1 (Lady Doctor)
Norfolk	1	Newcastle-upon-Tyne	1
Northamptonshire	1	Nottingham	1
Nottinghamshire	1	Oxford	1
Oxfordshire	1	Portsmouth	1
Salop	1	Salford	1
Staffordshire	2 (1 of these is a Lady Doctor)	South Shields	1
Suffolk East	1	Warrington	1
„ West		Swansea	1

(ii) HEALTH VISITORS.

Qualifications.—Usually (1) Certificate of the Central Midwives Board; (2) Experience (theoretical and practical) in the nurture, care, and management of infants and young children; (3) Sanitary Certificate or Diploma of the National Health Society.

Here as elsewhere a course of general training is advisable, as the highest appointments naturally fall into the hands of fully qualified women.

Salaries.—£52 to £180. (£52 is unusually low and £180 unusually high.) Travelling expenses when necessary, and in some places uniform. The fee for lecturing is usually 10s. 6d. each lecture, with travelling expenses.

Application.—These posts are advertised when vacant. Application to be made usually to Medical Officer of Health.

Duties.—The duties vary considerably in different places, and may include any of the following:—

(1) Visiting infants under the Notification of Births Act, 1901, and giving advice to mothers on the management and care of young children; (2) advising expectant mothers on the care of their own health; (3) enquiring into the deaths of infants under one year of age; (4) visiting homes to promote general cleanliness and to report upon sanitary defects remediable under the Public Health Acts; (5) visiting homes with tuberculous inmates under the Tuberculosis Order, 1912, to give instruction re (a) care of patient; (b) contacts; (6) work in connection with Milk Depôts and Consultation Centres; (7) lecturing at mothers' meetings, girls' clubs, etc.; (8) organising and arranging the work of voluntary health workers in the district; (9) inspection of midwives; (10) visiting shops, factories, etc., where women are employed; (11) carrying out duties and inspection in regard to infectious disease.

Examinations.—Particulars of the examinations for the necessary certificates may be obtained from the Secretary, National Health Society, Berners Street, W., or the Secretary, Royal Sanitary Institute, 90 Buckingham Palace Road, S.W.

The following is a list of towns where health visitors are employed:—

Town.	No. of Health Visitors Employed.	Town.	No. of Health Visitors Employed.
Acton	2	Blackpool	2
Ashton-under-Lyne	1	Bolton	2
Ashton-in-Makerfield, Lancashire	1	Bournemouth	1
Aston Manor	1	Brighouse	1
Barking	1	Brighton	1
Bath	1	Burnley	1
Batley	1	Burton-on-Trent	1
Beckenham	1	Bury	2
		Cardiff	2
		Chester (City)	1
Birmingham (City and County)	{ 17, and 1 Tubercu- losis	Coventry	2
		Chiswick	1
		Colchester	1

Town.	No. of Health Visitors Employed.	Town.	No. of Health Visitors Employed.
Darwen . . .	1	Middlesbrough . . .	2
Derby . . .	2	Middleton . . .	1
Dewsbury . . .	2	Newport (Mon.) . . .	2
Doncaster . . .	1	Northampton . . .	1
Dudley . . .	1	Northamptonshire . . .	1
Dundee . . .	2	Nottingham . . .	1
Durham . . .	4	Oldbury (Worcester). . .	1
Eccles . . .	2	Paisley . . .	1
Exeter . . .	1	Penge . . .	1
Falkirk . . .	1	Port Glasgow . . .	1
Farnworth . . .	1	Portsmouth . . .	3
Finchley . . .	1	Preston . . .	4
Glasgow . . .	7, <i>i.e.</i> 4 Tuber- culosis, 3 Notifica- tion of Births	Renfrew . . .	1
Great Yarmouth . . .	2	Renfrewshire . . .	1
Halifax . . .	1	Rhondda . . .	2
Hamilton . . .	1	Rochdale . . .	2
Handsworth, Stafford- shire . . .	1	Rotherham . . .	2
Hanwell . . .	1	Leamington Spa . . .	1
Hindley . . .	1	St. Helens . . .	2
Hitchin . . .	1	Sale . . .	13
Hove . . .	1	Scarborough . . .	1
Ilford . . .	1	Shrewsbury . . .	1
Ipswich . . .	1	Smethwick . . .	1
Kcighley . . .	1	Southampton . . .	1
King's Norton and Northfield . . .	2	Southport . . .	1
Lanark . . .	2	Stanley (Durham). . .	1
Lancaster . . .	1	Stirling . . .	1
Leek . . .	1	Stockport . . .	3
Bermondsey (London). . .	1	Stoke-on-Trent . . .	6
Finsbury . . .	2	Stretford . . .	1
Hackney . . .	1	Sunderland . . .	3
Lambeth . . .	1	Swansca . . .	1
Poplar . . .	1	Swinton and Pendle- bury . . .	1
Shoreditch . . .	1	Taunton . . .	1
Stepney . . .	1	Teignmouth . . .	1
City of Westminster (London) . . .	1	Wakefield (City) . . .	2
Lye and Wollescote . . .	1	Walsall . . .	1
Macclesfield . . .	1	West Bromwich . . .	1
Manchester . . .	14	Wigan . . .	1
Margate . . .	1	Willesden . . .	5, <i>i.e.</i> 1 Supt., 4 Asst.
		Winchester . . .	1
		Wood Green . . .	1
		Worthing . . .	1
		Wrexham . . .	1

(iii) SCHOOL NURSES.

Qualifications. (a) Three years' general training or (b) a certificate of two years' hospital training and a recognised certificate of proficiency as a school nurse and health visitor or sanitary inspector or inspector of nuisances. *Fever training* is desirable, and experience in *district nursing* is usually found helpful.

Salary.—£65 to £100 the average being £80.

Application.—These posts are advertised when vacant. Application to be made usually to the Medical Officer of Health, or in London to the Clerk to the London County Council.

Duties.—(1) Assisting the Medical Inspector at the medical inspection of school children (doctors differ in the duties they require of the nurse some Medical Officers like to do their own clerical work, some prefer the nurse to do all the writing connected with the inspection but the nurse soon learns the wishes of her own Medical Officer;) (2) routine inspection of heads for verminous conditions—and, if necessary—clothing for verminous conditions, or inadequate or dirty clothes; (3) detection of ringworm and other skin troubles such as scabies, impetigo, etc., and following instructions with regard to the same; (4) assisting the teacher with nurse's knowledge and experience where necessary; (5) lecturing (if desired) to (a) mothers; (b) school children; (6) treating minor ailments (where sanctioned by the Board of Education); (7) visiting homes (a) re verminous conditions of children, to warn, and to instruct; (b) to explain why certain conditions need medical treatment or surgical interference; (c) to ascertain reasons for neglect or delay in procuring treatment, and to persuade parents to allow necessary treatment where this is undertaken by the Local Education Authority.

The following is a list of County Councils and County Borough Councils employing school nurses:—

County Council or County Borough Council.	No. of School Nurses Employed.	County Council or County Borough Council.	No. of School Nurses Employed.
Ashton-under Lyne	1	Brighton	2
Aston Manor	1	Bristol	2
Banbury	1	Burton on-Trent	2
Barnsley	1	Bury, St. Edmunds	1
Barry	1	Cambridge	1
Bath	1	Cardiff	1
Batley	1	Carlisle	2
Bedford	1	Chadderton	1
Birkenhead	1	Chatham	1
Birmingham	3	Cheltenham	1
Blackburn	1	Cheshire	1
Bolton	1	Clitheroe	4
Bournemouth	1	Colchester	1
Bradford	2	Crewe	1

County Council or County Borough Council.	No. of School Nurses Employed.	County Council or County Borough Council.	No. of School Nurses Employed.
Darlington . . .	1	Midlothian . . .	1
Derby . . .	1	Monmouthshire . . .	3
Derbyshire . . .	{ 1 Cleri- eal Supt., 8 S. Nurses	Myrther Tydvil . . .	1
		Newport . . .	1
		Norfolk . . .	2
		Northampton . . .	1
Dundee . . .	2	Nottingham . . .	4
Durham . . .	3	Nottinghamshire . . .	5
Ealing . . .	1	Oldham . . .	2
Eastbourne . . .	1	Riding . . .	{ 1 (whole time)
East Ham . . .	1	Rochdale . . .	2
Ebbw Vale . . .	1	Rochester . . .	1
Edinburgh . . .	3	Rowley Regis . . .	1
Edmonton . . .	1	St. Helens . . .	2
Enfield . . .	2	Salford . . .	2
Exeter . . .	1	Searborough . . .	1
Finchley . . .	1	Sheffield . . .	5
Gillingham . . .	1	Shipley . . .	1
Gloucestershire . . .	2	Somerset (County) . . .	2
Harrogate . . .	1	Southend-on-Sea . . .	1
Heywood . . .	1	Southport . . .	1
Hindley . . .	1	Stirlingshire . . .	1
Huddersfield . . .	2	Stockport . . .	1
Hull . . .	3	Stoekton-on-Tees . . .	1
Ipswich . . .	1	Suffolk . . .	1
Keighley . . .	1	Swinton and Pendle- bury . . .	1
Kendal . . .	1	Torquay . . .	{ 1 (whole time)
Kent . . .	1	Tottenham . . .	2
Kidderminster . . .	1	Twickenham . . .	1
King's Norton and Northfield . . .	1	Tynemouth . . .	1
Lanark . . .	2	Wallasey . . .	1
Lancashire . . .	8	Walthamstow . . .	1
Leicester . . .	1	Warrington . . .	1
Lewes . . .	1	West Ham . . .	4
Leyton . . .	1	Weymouth . . .	1
Linlithgow . . .	1	Widnes . . .	1
Llanelly . . .	1	Wigan . . .	1
	{ 1 Supt., 2 Asst., Supts., 93 S. Nurses	Wimbledon . . .	{ 2 (whole time)
London (County) . . .		Wolverhampton . . .	1
		Woodgreen . . .	1
Luton . . .	1	Worcester . . .	1
Manchester . . .	7	Worcestershire . . .	2
Margate . . .	1	Wrexham . . .	1
Middlesbrough . . .	1	Yeovil . . .	1

(iv) WOMEN SANITARY INSPECTORS.

Qualifications.—In London (a) the Certificate of the Sanitary Inspectors' Board, or (b) three consecutive years' experience preceding the year 1895 as a Sanitary Inspector of a district in London, or of an Urban Sanitary District out of London, containing according to the last published census not less than 20,000 inhabitants, or (c) the certificate of the Royal Sanitary Institute for Inspectors of Nuisances if obtained before 24 April, 1899. *In the Provinces.*—Usually either the Certificate of the Sanitary Inspectors' Examination Board or the Certificate of the Royal Sanitary Institute.

Additional and Useful Qualifications are:—

(1) The Certificate of the Central Midwives' Board; (2) General training; (3) Fever training; (4) the Diploma of the National Health Society, or the Certificate of the Royal Sanitary Institute for Health Visitors.

Salaries.—In London, £100 to £120. In the Provinces, £78 to £100. May rise higher in a few instances.

Application.—These posts are advertised when vacant. Application usually to the Medical Officer of Health.

Duties.—May comprise any or all of the following with the addition of those peculiar to Health Visitors. (1) The enforcement of the provision in factories of suitable and sufficient accommodation in the way of sanitary conveniences in accordance with the requirements of the Public Health Acts and the Order of the Secretary of State, dated 4 February, 1903; (2) the carrying out the provisions of the Public Health and Factory and Workshops Acts with regard to the registration and inspection of: (a) laundries, workshops and workplaces (including kitchens of hotels and restaurants) where women are employed; (b) out-workers' premises; (3) the inspection of tenement houses and houses let in lodgings, and the enforcement of the bye-laws of the Sanitary Authority relating to the same; (4) house to house inspection in the poorer parts of the district; (5) the inspection of sanitary accommodation for shop assistants, sleeping accommodation in business houses, and public lavatories for women; (6) the inspection of Infant and Girls' Schools according to the legal powers of the Local Authority; (7) the carrying out of duties in connection with: (a) notifiable infectious diseases, e.g. scarlet fever; (b) non-notifiable infectious disease, e.g. measles, whooping cough; (c) The Public Health (Tuberculosis) Regulations Order, 1908, and the notification of consumption; (8) taking of samples under the Food and Drugs Act (exceptional work for a woman).

The Sanitary Inspectors' Examination Board.—These examinations are

held in London in the third week in January, and the first week in May, and also from time to time in the Provinces, the dates being duly advertised in newspapers and professional journals. Fee for examination, 4 guineas, *viz.*: one guinea for the *Preliminary Examination* (which is written and oral) upon the following subjects: English, including writing, spelling, composition and dictation; arithmetic, including fractions, vulgar and decimal, simple proportion, common weights and measures, mensuration of rectangles, solids as required by Schedule I. Standard VI. of the Day School Code, 1898, of the Board of Education, together with mensuration of circles, cylinders and spheres] and 3 guineas for the *Technical Examination*. If a candidate fails to pass the preliminary examination—which is rather “stiff”—the fee for the Technical Examination is returned. An unsuccessful candidate may sit for a second time on payment of half fees.

The following examinations are recognised in substitution for the preliminary examination: (1) The local examination of the Examinations Board of the National Union of Teachers (based on the work of the Sixth Standard as set forth in the Code of the Board of Education) mensuration being taken as one of the three optional subjects required by the Regulations; (2) the Junior Local Examinations of the Universities of Oxford and Cambridge; (3) the Junior Certificate of the Central Welsh Board; (4) the third-class Certificate of Examination of the College of Preceptors or any equivalent or higher examination comprising all the subjects stated in the Board's Regulations for the Preliminary Examinations.

The *Technical Examination* is written, oral, and practical in the following subjects:—

(1) Elementary chemistry and physics (in relation to water, soil, air and ventilation); (2) elementary statistical methods; (3) municipal hygiene or hygiene of communities including prevention and abatement of nuisances, sanitary defects in and about buildings and their remedies, water supplies, sanitary appliances, drainage, refuse removal and disposal, offensive trades, disinfection and good inspection; (4) Statutes and Orders, memoranda and model bye-laws of the Local Government Board, and the bye-laws in force in the County of London. Particulars as to study, etc., can be obtained from the Hon. Secretary, 1 Adelaide Buildings, London Bridge, E.C.

The Certificate of the Royal Sanitary Institute for Inspectors of Nuisance under the Public Health Act, 1875, qualifies for work as Inspector of Nuisances in the Provinces only, and in Ireland and Scotland. Fee, £3 3s. The examination is written and oral, and is held in London, and

various places in the provinces, and duly advertised in newspapers and professional journals.

The syllabus of the subjects dealt with in the examinations of sanitary inspectors at the Sanitary Institute is as follows:—

(a) The provision of the Acts and model bye-laws relating to the duties of Inspector of Nuisances; (b) a knowledge of what constitutes a nuisance; (c) methods of inspection of dwellings, cellar dwellings, dairies, milk-shops, markets, slaughter-houses, cow-sheds and nuisances especially connected with trades and manufactories; (d) the regulations affecting persons suffering or recovering from infectious disease, and some knowledge of such diseases; the principles of ventilation, and simple methods of ventilating rooms; measurements of cubic space; (e) disinfectants and methods of disinfection; (f) a knowledge of the general duties of the office and methods of keeping the necessary books and records; (g) writing and spelling; (h) the proper conditions of good drainage, the advantages and disadvantages of various sanitary appliances for houses, inspection of builder's and scavenger's work, scavenging and the disposal of refuse; (i) the physical characteristics of good drinking water, the various ways in which it may be polluted, by damage to supply works or in houses, and the means of preventing pollution; methods of water supply; (j) the characteristics of good and bad food (such as meat, fish and vegetables); (k) the sale of Food and Drugs Act. Any qualified, working sanitary inspector can coach one for this examination, but it is advisable to be cautious about taking lessons by correspondence. Particulars with regard to study, coaches, and examination may be obtained from E. White Wallis, F.S.S., Deputy Registrar and Secretary, Royal Sanitary Institute, 90 Buckingham Palace Road, London, S.W., and for a small fee, a set of examination questions will be forwarded.

On the following page is a list of places where sanitary inspectors are employed:—

District.	No. of Sanitary Inspectors Employed.	District.	No. of Sanitary Inspectors Employed.
Bethnal Green . .	1	London (<i>contd.</i>) . .	
Blackburn	4	Poplar	2
Darby	2	St. Marylebone . .	3
Edmonton	1	Southwark	3
Glasgow	9	Wandsworth	2
Leeds	5	Westminster	2
Leyton	1	Woolwich	2
Lincoln	1	Luton	1
Liverpool	{ 1 Chief, 17 Assts.	Oldham	2
London City	3	Salford	1
Camberwell	1	Sheffield	{ 1 Chief, 13 Assts.
Finsbury	2	Stockton-on-Tees . .	1
Hackney	2	Tottenham	2
Hampstead	1	Wallasey	1
Holborn	1	Warrington	2
Kensington	2	West Ham	3
Lambeth	2	Stoke Newington . .	1
Lewisham	2	Middleton	1
Paddington	2	Portsmouth	2

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District Nurse: Her Privileges and Advantages. The Duty of the District towards her. By Sir HENRY BURDETT, K.C.B., K.C.V.O. Size, $7\frac{1}{2}$ in. by 5 in. Pamphlet, **1½d.** each, or **1s.** per dozen post free.

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District Nursing Association Account Books. Specially designed for District Nursing Associations. By a COUNTY SUPERINTENDENT.

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Visit Book. Size, $16\frac{1}{2}$ in. by 10 in. **2s.** net; **2s. 3d.** post free.

Time Book. Size, $8\frac{1}{2}$ in. by $5\frac{1}{2}$ in. **1s. 6d.** net; **1s. 7d.** post free.

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ASSOCIATIONS AND INSTITUTIONS IN THE UNITED KINGDOM, MANAGED BY A COM- MITTEE, FOR THE EMPLOYMENT OF PRIVATE AND DISTRICT NURSES, ETC.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

LONDON.

Army and Navy Male Nurses' Co-operation, 11A Welbeck Street, W. HON. SECRETARY. Telegraphic address—"Restoring," Wesdo, London. Telephone: 2534 Mayfair.

The object of this co-operation is to supply the public with thoroughly well trained male nurses and sick attendants of assured good character, and to secure for them the full remuneration for their work.

Auxiliary Nurses' Society, 10 Orchard Street, W. HON. LADY SUPERINTENDENT; 30 to 40 Private Nurses. The Society was founded in January, 1901. Only nurses with 3 years' hospital training and who are registered members of the Royal British Nurses' Association are employed. Nurses receive their earnings less $7\frac{1}{2}$ per cent. FEES CHARGED, Ordinary Cases, £2 2s. per week; infectious and mental, £2 12s. 6d.; massage, maternity and chronic cases by arrangement.

Colonial Nursing Association, Imperial Institute, S.W. SECRETARY. Applications average 300 to 400, and vacancies 50 to 60 yearly.

Founded in 1896 to provide trained nurses for hospital and private work in the British Colonies and Dependencies, and amongst other British communities abroad. Age, for Government employment, 25 to

35, but the Committee prefer not to book candidates (unless in very exceptional circumstances) who are under 27 years of age. For private posts the Committee occasionally select candidates above 35, if suitable in all other particulars. All candidates must hold a certificate of full training in a general hospital, have fever nursing experience, and for nearly all posts, excepting those in West Africa, the certificate of the Central Midwives' Board. Nurses usually go out under agreement, varying from one to four years according to climate. SALARIES for private work from £40 to £80 per annum, with a few higher paid posts for matrons, and board, lodging and uniform allowance. Free passage out and home on termination of agreement is usually given. There are exceptions to these arrangements in some cases of nurses going to the British Dominions. (SALARIES for Government posts vary from £30 to £150 per annum, but in posts where the salary is over £70 per annum the nurse has to pay her own board.)

Each nurse engaged undertakes to refund to the Colonial Nursing Association her passage money out, should she for reasons unapproved by the Local Committee break her engagement, or should the Local Committee find it necessary to terminate her engagement owing to serious misconduct on her part, and she will be required to find two persons who will guarantee such repayment.

East London Nursing Society, Office, Charterhouse, E.C. 3 MATRONS: *Central Division*, Monfort House, Victoria Park Square, E ; *Stepney Green Division*, Holt House, Bancroft Road, E.; *Southern Division*, 198 Cable Street, St. George's-in-the-East. 23 Nurses.

Formed to nurse the sick poor of East London in their own homes by means of trained nurses. Affiliated to the Queen's Jubilee Institute in 1891. Thirty-three East End parishes are covered by this Society. Nurses must be fully trained in all branches of nursing and possess the certificate of a recognised training school. Before being definitely engaged they are taken for 1 month's trial. SALARY, £52, rising to £56 per annum, with lodging and uniform and all necessary working appliances. If a nurse subscribes to any fund or insurance company approved of by the Committee, the Society adds £1 4s. yearly to her premiums. The Royal National Pension Fund is preferred and recommended.

Fitzroy House Nurses' Co-operation and Home, Fitzroy House, Fitzroy Square, W. Telegraphic address—"Antiseptic," London. LADY SUPERINTENDENT.

Nurses receive their own fees less 7½ per cent. for working expenses.

Guy's Hospital Trained Nurses' Institution,
14 St. Thomas Street, S.E. LADY SUPERINTENDENT; 108 Nurses.
Telegraphic address—"Guy's Institution," London. Telephone—882 Hop.

After obtaining a certificate from Guy's Hospital of 3 years' training, the nurses are required to enter the institution to serve as private nurses subject to the authority of the lady superintendent for a period of $1\frac{1}{2}$ years, at the end of which time (the engagement being satisfactorily fulfilled) further certificates are granted. Any nurse who fails to complete her engagement will be required to pay the sum of £20 to the trustees of the institution as liquidation damages. RECREATION.—(By the rules under which the nurses are sent out) $1\frac{1}{2}$ hours for meals and 1 hour for out-door exercise daily; 1 month's holiday in the year. SALARIES.—£25 to £30. In addition to their salaries, nurses receive 10s. 6d. per week when engaged in nursing mental or maternity cases. The whole of the net earnings (with the exception of a small sum yearly reserved for emergencies) of the institution are devoted to the benefit of the nursing staff.

The institution is federated to the Royal National Pension Fund (for pensions and bonuses), paying £11 5s. where the nurse pays £7 10s., to enable its nurses to obtain pensions at the age of 50 years. At the end of each year the treasurer of Guy's Hospital takes such a sum as he deems desirable from the profits of the institution and applies it upon an equable sliding scale as the "Bonus Fund," from which all nurses in their 7th year of service receive duly proportioned benefit. Midwifery training is provided by the institution for its nurses within the Lying-in Charity of Guy's Hospital. This charity is nursed from the institution, where a resident midwife is kept for training purposes.

Hospital for Sick Children, Private Nursing Staff, Great Ormond Street, W.C. Telegraphic address—"Great," London. MATRON; SISTER-IN-CHARGE; 30 Nurses.

Nurses must have had 3 years' training in a general hospital. One month's notice given and required. 3 weeks' holiday yearly. SALARY, 1st and 2nd years, £30 per annum; 3rd and subsequent years, £35, with 10, 20 and 30 per cent. on earnings for 1st, 2nd and 3rd years respectively. Board, lodging, laundry and uniform provided.

Kensington District Nursing Association, 1 Bedford Gardens, Kensington, W. (affiliated to the Q.V.J.I.N.). LADY SUPERINTENDENT; 8 District Nurses.

Age, from 26. Satisfactory evidence required as to character, education, health and physique, and certificates of at least 2 years' training from a general hospital. After 1 month's trial, suitable applicants are required to agree to serve the association for at least 1 year. One month's notice; 1 month's holiday yearly. SALARY, for 1st 6 months £25 per annum; afterwards £30 for 1st year, £35 2nd year, and then by yearly increases of £2 to £40 per annum. Trained nurses who have had 6 months' experience of district nursing previous to joining the association commence at £30 a year. Board, lodging, 2s. 6d. a week for laundry, indoor and outdoor uniform are provided. Separate bedrooms.

Lady Minto's Indian Nursing Association

(with which is incorporated the Up-Country and Punjab Nursing Association). HON. SECRETARY; (Home Committee) Sir Wm. Crooke-Lawless, K.C.I.E., Guards' Club, Pall Mall, S.W.

Formed to provide and maintain a regular service of fully trained and experienced nurses for Europeans throughout India and Burma. The nursing sisters are selected in England by a special committee of which Miss Sidney Browne, R.R.C., St. Andrew's House, 31a Mortimer Street, W., is Secretary. The Association engages nurses after personal interview and sends them out to serve in India under the chief lady superintendent, paying their passage (1st Class) and travelling expenses. Age, over 25. Satisfactory evidence required of health and character, and certificate of 3 years' training in a general hospital or recognised infirmary. They must also hold C.M.B. Certificate and have had private nursing experience. Nurses are engaged for 5 years, but the period may, for special reasons, on application to the central committee in India, be shortened to 3 years, or extended for any period beyond 5 years. SALARY.—Rs. 75 (equal to £5) a month, rising Rs. 10 per month every 3 years up to Rs. 105, with board, lodging, washing, attendance, and medical attendance. Nurses pay into a provident fund and receive 50 per cent. on the amount they save at the end of each term of service.

London Association of Nurses, 123 New Bond Street, W. Telephone—1855 Gerrard.

London Homœopathic Hospital Nursing Institute, Great Ormond Street and Queen Square, W.C. Telegraphic address—"Simillimum," Westcent, London. MATRON; 75 Nurses.

Age, 22 to 32. Personal interview and 3 months' trial. Satisfactory evidence required as to character, education and health, and 4 years' training. RECREATION, 2 hours daily; 1 day monthly; 3 weeks yearly. SALARIES, £27 to £35 per annum, including for trial months only if appointed. Laundry and indoor uniform provided. Positions on the Private Nursing Staff are offered to nurses at the end of their training at this hospital.

London Hospital Trained Nurses' Institution,

E. MATRON; 270 Nurses.

Only those nurses who have been trained at the London Hospital are eligible for service on the private staff. SALARIES, £30, rising by £5 yearly to £55 per annum, with board, washing, uniform (in- and out-door). In addition each member of the nursing staff receives £5 per annum added to her salary at the completion of 6 years' service, and a second increase of £5 per annum after 12 years' service. Arrangements have been made with regard to pensions. When not engaged upon private cases the nurses return to the hospital, and after sufficient rest are employed in the wards.

Male Nurses Association, 23 York Place, Baker Street.

Male Nurses (Temperance) Co-operation, 10 Thayer Street, Manchester Square.

Metropolitan Hospital Private Nursing Staff,

Kingsland Road, N.E. LADY SUPERINTENDENT. Only nurses trained at this hospital employed. RECREATION, one day fortnightly which may accumulate. One month yearly. SALARIES, £28, rising annually.

Middlesex Hospital Trained Nurses' Institute,

The, 17 Cleveland Street, W. Telegraphic address—"Skilful," London. SISTER-IN-CHARGE; 20 to 30 Nurses.

Only nurses trained at the Middlesex Hospital are employed, and they must have had at least 4 years' experience in the hospital before they are sent to private cases. Salary £26 per annum with the addition of a percentage, as shown below, of the sums earned by the institute staff, *viz.*: For the 1st year of service in the institute, 15 per cent.; for the 2nd year, 20 per cent.; for the 3rd and all subsequent years, 25 per cent. They are also provided with in- and outdoor uniform, and when at a case have an allowance of 2s. 6d. a week for laundry. In the intervals of their employment they are lodged and boarded in the Nurses' Home. The nurses are allowed 3

weeks' holiday for every completed year's service in the institute, such holiday being taken at times convenient to the Sister-in-Charge.

The institute is under the management of the Governors of the Middlesex Hospital.

Mildmay Nursing House (1869), 9 and 10 Newington Green, N. Telegraphic address—"Nursing," London. RESIDENT SUPERINTENDENT; 50 Nurses; 20 Midwives.

Personal interview and 3 months' trial. Age, 25 to 38. Three years' training in a general hospital essential. Satisfactory evidence required as to character, education, health and physique. RECREATION, 1 month annually. SALARY, £35 to £45. Board and residence are provided when not employed, and medical attendance, etc., given when sick. The whole of the surplus revenue of the nursing branch is devoted to the medical work. Federated to Royal National Pension Fund for Nurses.

National Association for Supplying Female Medical Aid to the Women of India. (Supported by the Countess of Dufferin's Fund.) HON. SECRETARY to Central Committee in India, Lieut.-Col. O'Kinealy, Viceroy's Camp, India.

The objects of this society are (1) the establishment in India of dispensaries and hospitals for the treatment of women and children by female doctors; (2) the opening of female wards under female superintendence in existing hospitals and dispensaries; and (3) the supply of trained female nurses and midwives in hospitals and private houses. A United Kingdom branch has been established to bring the aims of the association before the British public, to raise subscriptions for the Countess of Dufferin's Fund, and to provide scholarships, tenable in the United Kingdom by ladies, residents of India, with practical experience of medical work in that country, desiring to complete their medical education, and to qualify for the English Medical Register. The Hon. Secretary of the latter is the Marchioness of Dufferin and Ava, Clondeboyne, Co. Down.

North London Nursing Association for the Sick Poor, 413 Holloway Road, N. LADY SUPERINTENDENT; 9 Nurses.

Candidates, who must have received at least 3 years' hospital training, are received, after 1 month's trial, on probation for 3 months. After probation period, nurses agree to serve for 2 years. SALARY, 1st year, £35 (dating from engagement as nurse on probation); 2nd year,

£40, increasing by £5 a year to £50. Laundry and uniform provided. Nurses may be received on a yearly engagement at a fixed salary of £30.

Nurses' Co-operation, 8 New Cavendish Street, W. Telegraphic address—"Aprons," London. LADY SUPERINTENDENT; 500 Nurses; 20 Mental Nurses.

Age, under 33. Certificate of training required from a recognised training school, attached to a general hospital with over 100 beds, and recent experience in private nursing is also necessary. Those desirous of being employed as monthly nurses must in addition hold midwifery or monthly nursing certificates. After a personal interview with the lady superintendent applicants are elected by the Committee. SALARY.—Nurses take the whole of their earnings less $7\frac{1}{2}$ per cent. (those who joined between 1891 and 1902 inclusive, 5 per cent.) for working expenses. Nurses are encouraged to join the Royal National Pension Fund.

* **Nursing Sisters (Institution for) Private Nursing Staff**, 4 Devonshire Square, Bishopsgate, E.C.

Paddington and Marylebone District Nursing Association (affiliated to Q.V.J.I.N.), 4 Randolph Road, W. LADY SUPERINTENDENT; 7 District Nurses.

Candidates must have received at least 3 years' hospital training, and must come upon probation for 1 month. Age, 26 to 36. Gentlemen of education, sound health and good character. RECREATION, 2 hours daily; $\frac{1}{2}$ day fortnightly; 1 month yearly. SALARY, at the rate of £25 per annum for 1st six months, rising to £35 per annum. Board and lodging, 2s. for laundry, and uniform (indoor and outdoor) provided. Separate bedrooms. One month's notice of leaving given and required.

Queen Charlotte's Lying-in Hospital Private Nursing Staff, Marylebone Road, N.W. Only nurses trained at Queen Charlotte's Hospital are employed. They receive their own fees.

Queen Victoria's Jubilee Institute for Nurses, 58 Victoria Street, S.W.

Qualifications of candidates are (a) not less than 3 years' training to include at least 2 years at an approved general hospital or infirmary; (b) approved training in district nursing for not less than 6 months, including the nursing of mothers and infants after childbirth; (c) C.M.B.

certificate for nurses intending to do midwifery work. SALARY, £90 to £180 or its equivalent in clear salary and allowance. The Institute has a Sick and Benefit Fund and is also federated to the Royal National Pension Fund.

The following is a list of places in the United Kingdom where there are nursing associations affiliated to the Queen Victoria's Jubilee Institute for Nurses. (The figures in brackets indicate the number of nurses stationed at each branch.)

LONDON.

Aldgate, E. (2).	East London (Sick Milwall and Cubitt
Bermondsey, S.E. (7).	Room Helps Soc.) (8). Town (1).
Bloomsbury, W.C. (7).	Hackney and Eton Paddington and Mary-
Brixton (4).	Mission (9). lebone, W. (9).
Camberwell, S.E. (6).	Hammersmith and Putney (1).
Central St. Pancras,	Fulham, W. (8). Rotherhithe (2).
N.W. (4).	Hampstead, N. (3). Shoreditch and Bethnal
Charlton (1).	Hampstead Garden Green (8).
Chelsea and Pimlico,	Suburb (1). Westminster, S.W. (5).
S.W. (5).	Highgate (1). Woolwich, Plumstead
East London (E.	Kensington, W. (8). and Charlton (7).
London Nursing	Kilburn and W. Hamp-
Society) (24).	stead, N.W. (2).

ENGLAND.

Accrington (3).	Alscot and Clifford Audenshaw (1).
Ackworth (1).	Chambers (1). Aylesbury (Bucks) (2).
Addlestone (Surrey)	Altofts (1). Babraham (1).
(1).	Altrincham (Cheshire) Bacup (2).
Adlington (1).	(4). Badminton (1).
Alcester, Arrow and	Andover and Charlton Bamber Bridge (1).
Dunnington (1).	(1). Banstead (1).
Alderley Edge (Che-	Ancaster (1). Barford (1).
shire) (2).	Appelby (1). Barkstone (1).
Alford and Willoughby	Arnold and Daybrook Barnard Castle (1).
(1).	(1). Barnet (1).
Alfreton (Derbysh.) (1).	Ashbourne (1). Barnsley (2).
Allestree and Quarndon	Ashford (1). Barnstaple (1).
(1).	Ashton-under-Lyne (3). Barrow-in-Furness (4).

ENGLAND—*continued*.

Barton (1).	Brierley Hill (1).	Cleator, Cleator Moor,
Baschurch (1).	Brigg (1).	Egremont and Friz-
Bath (9).	Brighton, Hove and	ington (Cumberland)
Beaconsfield (1).	Preston (24).	(5).
Beaudesert (1).	Bromley (2).	Cleckheaton (2).
Beccles (3).	Bryanston (1).	Clevedon (1).
Beckenham (1).	Buckland (1).	Clithcroë (2).
Beckington (2).	Buntingford (Herts) (1).	Cockermouth (1).
Bedford (4).	Burgess Hill (2).	Coln St. Aldwyn (1).
Belper (3).	Burnell Iron Works (1).	Combe Martin (1).
Belvedere and Abbey-	Burnham (Bucks) (1).	Consett (5).
wood (Kent) (1).	Burnley (11).	Cookham (1).
Bembridge (1).	Bury (Lancs) (5).	Cooper, Worsborough
Biddulph (2).	Bushey (1).	and Dale (1).
Bideford (1).	Buxton (2).	Coton and Madingley
Bilston (Staffs) (2).	Caldervale (1).	(1).
Binfield (1).	Cambridge (8).	Coventry (5).
Bingley (1).	Cannock Chase (2).	Crawley and Ifield (1).
Birkenhead (8).	Canterbury (1).	Crook (Co. Durham) (4).
Birmingham (3 homes)	Carisbrook (1).	Crosthwaite and Win-
(29).	Carlisle (7).	ster (1).
Birstall (1).	Caythorpe (1).	Croxley Green (1).
Bitteswell (1).	Caversham (2).	Cudham (1).
Blackburn (10).	Chalfont St. Peter (1).	Culford (1).
Blofield (1).	Chapel End (1).	Cullingworth, Harden
Blundell (1).	Chapel-en-le-Frith (1).	and Wilsden (1).
Bognor (1).	Chard (Somerset) (1).	Darlaston (3).
Bolsover (1).	Chatham (3).	Darlington (5).
Bolton (11).	Cheadle Hulme (1).	Dartmouth (1).
Bosham and Fish-	Cheltenham (20).	Darwen (6).
burne (1).	Chertsey (1).	Deerness Valley (2).
Boughton (1).	Chesterton (2).	Denaby Main (1).
Boxgrove and West-	Chorley (2).	Denton (1).
hampnett (Sussex)	Chorley Wood (1).	Dewsbury (4).
(1).	Church (1).	Didsbury (1).
Brackley (1).	Cirencester (1).	Diss (1).
Bramley (Yorks) (2).	Clare (Suffolk) (1).	Dorking (1).
Braughing (Herts) (1).	Clay Cross (1).	Douglas (Isle of Man)
Bridgwater (3).	Claybrooke (1).	(2).

ENGLAND—*continued*.

Droylsden (Lanes) (2).	Faversham (1).	Hartfield (1).
Dukinfield (1).	Fitzwilliam (1).	Haslemere (1).
Dullingham (1).	Frodingham and Brum-	Hastings and St. Leo-
Dulverton (1).	by (1).	nards (9).
Dunmow (Essex) (1).	Gainford (Durham) (1).	Hatch Beauchamp (1).
Durley and Fair Oak (1).	Gainsborough (2).	Haydock (1).
Easebourne (1).	Garston (Lanes) (2).	Hayes (Middlesex) (1).
East Derham (1).	Gateshead (7).	Haywards Heath (2).
East Malling (1).	Gildersome (1).	Hazel Grove (Cheshire)
East Quantoxhead (1).	Gillingham (3).	(1).
Eastwood (1).	Glossop (4).	Headington (Oxon) (1).
Eccleshall (1).	Gloucester (14).	Headless Cross (1).
Edenbridge (1).	Godalming (2).	Heanor (3).
Edensor (Derby) (1).	Goole (1).	Hebden Bridge (2).
Egerton (1).	Gosport (3).	Heckmondwike (1).
Egham (1).	Gotherington (Glos) (2).	Helston (Cornwall) (1).
Egremont and Sea-	Grantham (3).	Hemsworth (1).
combe (1).	Greasley (1).	Hereford (4).
Elland (1).	Great Berkhamstead	Hertford and Bengoe (4).
Ellel (Lanes) (1).	(1).	Hesterecombe (1).
Ellesmere Port (2).	Great Harwood (1).	Heywood (Lanes) (2).
Elloughton (1).	Great Shelford and	Higheliffe (Hants) (1).
Elmton and Cresswell	Stapleford (1).	Higher Sutton (1).
(1).	Grimsby (7).	High Wycombe (3).
Eltham (1).	Groombridge and Ash-	Honley (1).
Enfield (2).	urst (1).	Horncastle (1).
Eton (1).	Guildford (2).	Horsforth (2).
Evesham (1).	Hadleigh (Suffolk) (1).	Horsham (4).
Exeter (5).	Halesowen (1).	Horwich (Lanes) (1).
Exmouth (2).	Halifax (6).	Hoylake and West
Exning and Landwade	Hallow (1).	Kirby (1).
(1).	Hambleton (1).	Hucknall Huthwaite (1).
Failsworth (Lanes) (1).	Hampton (Midx) (1).	Huddersfield (9).
Falmouth (2).	Handsworth (2).	Hugglescote (Leicester)
Farcham (2).	Hanley (Staffs) (3).	(1).
Faringdon (Berks) (1).	Harpenden (Herts) (2).	Hull (9).
Farnborough (1).	Harrogate (3).	Hungerford (1).
Farnham (1).	Harrow, Greenhill and	Huntingdon and God-
Farnham Royal (1).	Roxeth (2).	manchester (1).

ENGLAND—*continued*.

Icklingham (1).	Liverpool (6 centres (68).	Morecambe (1).
Ilkeston (2).	Liversedge (Yorks) (2).	Morley (Yorks) (2).
Ipstones (1).	Llantarnam (1).	Mortlake (1).
Isleworth and Hounslow (2).	Longtown (Cumberland) (1).	Moulton Paddocks (1).
Iver (1).	Looe (Cornwall) (1).	Murton Colliery (1).
Kenilworth (1).	Loughborough (2).	Mytholmroyd (1).
Keston (1).	Loughton (Essex) (1).	Nailsworth (1).
Kettering (3).	Louth (1).	Nantwich (1).
Kidderminster (2).	Lowther (1).	Nelson (3).
King's Bromley (1).	Lumley (1).	Neston and Parkgate (1).
King's Lynn (3).	Lytham (Lancs) (1).	Netheravon (Wilts) (1).
King's Walden Bury (Herts) (1).	Malvern (Christchurch) (1).	Netherton (1).
Kingston (Surrey) (7).	Maltby (1).	New Brighton and Liscard (1).
Knutsford (1).	Malvern Link (1).	New Cherryhinton (Cambs.) (1).
Laneaster (3).	Manchester (4 homes (53) and Salford (20).	New Malden and Coombe (2).
Langley Park (1).	March (1).	New Mills (1).
Langton Green and Fordcombe (1).	Marlborough and Manton (2).	New Milton (1).
Langwith (1).	Marlston (1).	Newark Borough (1).
Leamington (4).	Marple (Cheshire) (1).	Newark St. Leonards (1).
Leatherhead (1).	Marple Bridge (1).	Newbury (2).
Leeds (3 homes) (25).	Maryport (Cumberland) (1).	Newcastle-under-Lyme (1).
Leeming (1).	Matlock (1).	Newhaven (1).
Lees (1).	Melbourne (Derby) (1).	Newmarket (2).
Leicester (16).	Melbury and Evershot (1).	Newton Heath (4).
Leigh-on-Sea (1).	Mells (1).	Newton-le-Willows (1).
Leighton-Buzzard (Beds) (1).	Middleton (2).	Normanby Park (1).
Letchworth (1).	Middlewich (2).	North Malvern and Cowleigh (1).
Lichfield (1).	Midhurst (1).	Northampton (13).
Limpsfield (1).	Millom (2).	Northenden (1).
Lincoln City (3).	Minchinhampton (Glos) (1).	Norton Fitzwarren (1).
Lingfield (1).	Monk Bretton (1).	Norton-in-the-Moors (1).
Little Berkhamstead (2).		Norton (Yorks) (1).

ENGLAND—*continued*.

Norwich (9).	Rottingdean (1).	Sidcup, Longlands,
Oakworth (1).	Royston (1).	Foot's Cray and
Old Hill (1).	Rushden (Northants)	Lamorbey (1).
Olton (1).	(2).	Silsden (1).
Onchan and N. Douglas (1).	Ryde (4).	Silvertown and North
Ongar (1).	Rye Borough (2).	Woolwich (3).
Ormskirk (1).	St. Austell (Cornwall)	Sittingbourne (1)
Orrell (1).	(3).	Skcgbly and Stanton
Oswaldtwisle (2).	St. Buryan (1).	Hill (Notts) (1).
Oxsted (1).	St. George's, Donning-	Skelmersdale (2).
Paignton (Devon) (1).	ton Wood and Rock-	Sleaford (1).
Panteg (1).	wardine Wood (1).	Snodland (Kent) (1).
Parkgate (3).	St. Helens (8).	Soham (1).
Pateley Bridge (1).	St. Helen's, Seaview	Somercotes (1).
Pemberton (1).	and Nettlestone (1).	Sonning and Woodley
Penshaw (1).	St. Helier (Jersey) (2).	(1).
Penshurst (1).	St. Ives (Hunts) (1).	South Elmsall, Moor-
Penzance and Madron	St. Just (1).	thorpe and Frickley
(4).	St. Mary Extra (Hants)	Colliery (2).
Peterborough (3).	(1).	South Kirkby (1).
Petersham (1).	St. Neots (Hunts) (1).	South Wimbledon (5).
Pleasley (Notts) (1).	Sale (1).	Southall-Norwood (2).
Pontypool (1).	Sandown and Lake (1).	Southampton (6).
Portishead (1).	Sawston and Whittles-	Southborough (2).
Portsmouth (11).	ford (1).	Spalding (Lincs) (1).
Purley (1).	Scarborough (3).	Sparkhill and Greet (2).
Quedgely (Glos) (1).	Scarisbrick (1).	Stafford (2).
Radcliffe (Lancs) (3).	Scunthorpe (2).	Stamford (Lincs) (1).
Rawtenstall (Lancs) (3).	Sevenoaks (2).	Stanwell (1).
Reading (6).	Shecrness (3).	Staveley Town (1).
Redbourn (1).	Sheffield (24).	Stockport (5).
Redcar (1).	Sherborne (1).	Stockton Heath (1).
Redditch (4).	Shifnal (Salop) (1).	Stockton and Thornaby
Redruth (1).	Shirland (1).	(7).
Richmond (2).	Sholing (1).	Stone (Kent) (1).
Rickmansworth (1).	Shoreham (1).	Stonehouse (Glos) (1).
Rishton (1).	Shotley Bridge and	Stony Stratford (1).
Rochdale (7).	Blackhill (Durham)	Stourbridge (1).
Rothwell (1).	(1).	Strcet (1).
	Shrewsbury (3).	Strood (Kent) (1).

ENGLAND—*continued*.

Suckley (1).	Uttoxeter (1).	Willington (2).
Sudbury (Suffolk) (2).	Vickerstown (1).	Williton (1).
Sunbury-on-Thames (1).	Wakefield (3).	Wilmslow (Cheshire)
Sunderland (10).	Wallsend-on-Tyne (1).	(2).
Surbiton (1).	Walmer (1).	Winchester (2).
Swanley (1).	Waltham Holy Cross	Windsor (7).
Swanscombe (Kent) (1).	(1).	Winsham (1).
Swinton (1).	Wargrave and Knowl	Winslow (Bucks) (1).
Taunton (5).	Hill (1).	Winterton and Appleby
Thorpe and Ardsley (1).	Warrington (6).	(1).
Three Towns (10).	Warsop (1).	Wisbech (2).
Tipton and Ockerhill	Warwick (2).	Withington (1).
(6).	Waterfoot (1).	Withnell (2).
Todmorden (2).	Wateringbury (1).	Witley (1).
Torquay (5).	Watford (3).	Wolboro', Newton Ab-
Totnes (1).	Welwyn (1).	bot (1).
Tottenham (3).	West Malvern (1).	Wolsingham (1).
Tottington (1).	Weston (Hereford) (1).	Wolverley and Cookley
Totton Eling (1).	Weston-Super-Mare (2).	(1).
Treverbryn (1).	Wetherby (1).	Wonersh, Shamley
Trumpington and Grant-	Wheathampstead (1).	Green and Black-
chester (1).	Whickham (3).	heath (1).
Truro (3).	Whitehaven (2).	Woolands (Yorks) (1).
Tunbridge Wells (5).	Whitley and Monk-	Woolton (2).
Turner's Hill (Sussex)	seaton (1).	Worcester (19).
(1).	Whittlesea (1).	Worthing (3).
Ulverston (Lancs) (1).	Whitwell (1).	Wrentham (1).
Upholland (1).	Widnes (5).	Wrigton (1).
Upton St. Leonards (1).	Willenhall (2).	Yeovil (1).

The following County Nursing Associations are affiliated to the Institute :—

Berkshire.	Hampshire.	Nottinghamshire.
Buckinghamshire.	Herefordshire.	Shropshire.
Cheshire.	Hertfordshire.	Somerset.
Cornwall.	Kent.	Staffordshire.
Cumberland.	Lincolnshire.	Sussex.
Derbyshire.	Norfolk.	West Riding, Yorks.
Devonshire.	Northamptonshire.	Worcestershire.
Gloucestershire		

WALES.

Aberavon and Port Talbot (3).	Eselusham and Ber-sham (1).	Neath (5).
Abergele and Pensarn (1).	Festiniog (2).	Newtown (Mont) (2).
Aberystwith and Llanbadarn (3).	Gilfach and Gellygaer (1).	Oystermouth (1).
Amlwch (1).	Gorscinon (1).	Pembroke Dock (3).
Ammanford (1).	Gower (2).	Penarth (1).
Angle (1).	Gowerton (1).	Penllyn (1).
Bangor (4).	Gresford (1).	Penmaenmawr (1).
Barmouth and Dyffryn (1).	Harlech (1).	Penrhyn Deudraeth (1).
Barry (6).	Haverfordwest (1).	Pentre-voelas (1).
Beaumaris (1).	Holyhead (1).	Pontardawe (3).
Bethesda (Carnarvon) (2).	Holywell (1).	Pontardulais (1).
Bettws-y-Coed (1).	Kenfig Hill (1).	Pontypridd (3).
Bridgend (1).	Knighton (1).	Porth (1).
Broughton (2).	Laleston (1).	Port Dinorwic (1).
Brymbo (Denbigh) (1).	Llanaelhaiarn (1).	Porthcawl (1).
Bryneoch (1).	Llanberis (1).	Portmadoc (2).
Brynmawr (1).	Llandilo (1).	Pwllheli (1).
Cardiff and Llandaff (22).	Llandovery (1).	Rhos (1).
Cardigan (1).	Llandrindod Wells (1).	Ruthin (2).
Carmarthen (1).	Llandudno (1).	St. Brides (Pem) (1).
Carnarvon (2).	Llanfairfechan (1).	St. David's (1).
Cefn (1).	Llanfechell (1).	Skewen and Neath Abbey (2).
Clydach (1).	Llangadock (1).	Swansea (7).
Coedpoeth and Minera (1).	Llangefni (1).	Swansea (East Side) (1).
Colwyn Bay (1).	Llangennech (1).	Ton (2).
Conway (1).	Llanidloes (1).	Towyn and Aberdovey (1).
Corwen (1).	Llanrwst (1).	Trerherbert (1).
Cowbridge (1).	Llantwit Major (1).	Treorehy (2).
Criecieth (1).	Llanwnda (1).	Trevor Garth and Vron (Denbigh) (1).
Denbigh (1).	Machynlleth (2).	Tynwydd (1).
Dolgelly (1).	Menai Bridge (1).	Upper Llanddceiniolen (1).
Dowlais and Pen-y-darren (2).	Merthyr (1).	Uwchlad (1).
Dunvant and Killay (1).	Milford Haven (1).	Walwyn Castle (1).
	Montgomery (1).	Wick (1).
	Morrison (2).	Williamston (1).
	Mote (1).	Ystalyfera (1).
	Nantlle Vale (2).	
	Narberth (1).	

The North and South Wales Nursing Associations and the Anglesey and Carnarvonshire County Nursing Funds are affiliated to the Institute.

SCOTLAND.

Abercorn (1).	Buckhaven (1).	Dundee (10).
Aberdeen (9).	Buckie (1).	Dundonald (1).
Aberlour (1).	Burntisland (1).	Dunecht (1).
Aboyne (1).	Cambuslang (2).	Dunoon (1).
Airdrie (3).	Campbeltown (1).	Duntocher (1).
Alexandria(Dumbarton) Campsie (1).	Carluke (1).	Dysart (2).
(3).	Carmichael and An-	East Wemyss (1).
Alloa (2).	struther (1).	Edinburgh (City) (27).
Alyth (1).	Carnoustie (1).	Elgin (2).
Annan (1).	Carriden (1).	Fair Isle (Shetland)
Anstruther (1).	Castle Douglas (1).	(1).
Appin (Argyll) (1).	Catheart (1).	Falkirk (2).
Arbroath (2).	Central Clydebank (4).	Forfar (1).
Ardrishaig (Argyll) (1).	Ceres (1).	Forgan, Newport and
Arisaig (1).	Chryston (1).	Wormit (1).
Armadaile (1).	Clydesdale (1).	Forres (1).
Auchinleck (1).	Coatbridge (2).	Fort Augustus (1).
Auchterderran (1).	Colinton (1).	Fort William (1).
Baillieston (1).	Collessie and Kettle (1).	Forth (1).
Balerno (1).	Coltness (1).	Foyers (1).
Ballantrae (1).	Connel (1).	Fraserburgh (1).
Banchory (1).	Corstorphine (1).	Galashiels (2).
Banff (1).	Coupar Angus (1).	Galston (1).
Bannockburn (1).	Cowdenbeath (1).	Gigha (1).
Barrhead (1).	Craignish (Argyll) (1).	Gilmerton and Liberton
Bearsden (1).	Crawford (1).	(1)
Beith (1).	Crieff (2).	Glasgow (City) (32).
Bellshill (2).	Cults (1).	Glenboig (1).
Benbecula (1).	Cupar (1).	Glencoe (Argyll) (1).
Berwick-on-Tweed (2).	Dalkeith (1).	Glenkens (1).
Blackridge (1).	Dalry (1).	Glendaruel (Argyll) (1).
Blackwood (1).	Dalserf (1).	Gourock (1).
Blairgowrie (1).	Darvel (1).	Greenock (5).
Blantyre (2).	Douglas (1).	Hamilton (4).
Bo'ness (1).	Dreghorn (1).	Hartwood Hill (1).
Bothwell (1).	Duart (Argyll) (1).	Hawick (1).
Bowling (1).	Dumfries (2).	Holytown (2).
Breechin (2).	Dunbar (1).	Huntly (1).
Bridge of Weir (1).		Innerleithen (1).

SCOTLAND—*continued*.

Innerwick (1).	Lasswade and Bonny-	Penicuik (1).
Inverary (1).	rigg (1).	Perth (3).
Inverkeithing (1).	Latheron (1).	Peterhead (1).
Inverness (2).	Leith (2).	Pollokshaws (1).
Jedburgh (1).	Lerwick (1).	Polmaise (1).
Johnstone (3).	Lesmahagow (1).	Port Glasgow (2).
Keith (1).	Leven (1).	Prestonpans and Cock-
Kelso (1).	Loanhead (1).	enzie (1).
Kelty (1).	Loch Awe (1).	Quarter (1).
Kilbirnie (1).	Lochbuie (1).	Reay (1).
Kilchoan (Argyll) (1).	Lochgelly (1).	Renfrew (2).
Kilchoman and Port-	Lochgilphead (1).	Renton (1).
nahaven (1).	Lochore and GlenCraig	Roslin and Glencorse (1).
Kilchrennan (1).	(1).	Roths (Elgin) (1).
Kilcreggan and Cove (1).	Lochwinnoch (1).	Rothsay (1).
Kilfinichen (Argyll) (1).	Logie and Lecroft (1).	Rutherglen (1).
Killeen (Argyll) (1).	Lossiemouth (1).	Saltcoats (1).
Kilmarnock (4).	Maud and New Deer (2).	Sanquhar (1).
Kilmartin (1).	Maybole (1).	Scotstoun (1).
Kilmaurs (1).	Methil (1).	Selkirk (1).
Kilmeny and Kilarrow	Midcalder (1).	Shettleston (1).
(1).	Milngavie (1).	Shielbridge (1).
Kilmuir (1).	Monkton, Prestwick	Slateford (1).
Kilmun (Argyll) (1).	and St. Quivox (1).	Snizort (1).
Kilwinning (1).	Montrose (1).	S. Queensferry and
Kingsbarns and Crail	Motherwell (5).	Dalmeny (1).
(1).	Musselburgh (1).	Spean Bridge (1).
Kinlochleven (1).	Nairn (1).	Stane and Shotts (1).
Kinniel Collieries (1).	Neilston (1).	Stewarton (1).
Kirkcaldy (4).	New Stevenston (1).	Stirling (3).
Kirkcudbright (1).	Newburgh (1).	Stonehaven (1).
Kirkliston (1).	Newton-Stewart (1).	Stonehouse (1).
Kirriemuir (1).	Niddrie (1).	Stoneywood (1).
Knoydart (1).	North Berwick (1).	Stornoway (1).
Lanark (1).	North Knapdale (1).	Strachur (1).
Langholm (1).	North Ronaldshay (1).	Stranraer (1).
Larbert (1).	Oban (1).	Strathaven (1).
Largs (1).	Paisley (8).	Strathkinness and Den-
Larkhall (2).	Peebles (1).	head (1).

SCOTLAND—*continued.*

Tarbert (Argyll) (1).	Tirree (1).	Uddingston (1).
Thornhill (1).	Tobermory (1).	Vale of Teith (1).
Thornliebank (1).	Tolleross (2).	Wiek (2).
Thurso (1).	Troon (2).	Wishaw (2).
Tignabruaich (1).	Turriff (1).	

The following County Nursing Associations affiliated to the Institute have been formed in:—

Argyleshire.	North Argyllshire.	Renfrewshire.
Lanarkshire.		

IRELAND.

Aehill Island (1).	Blarney Café (1).	Crumlin (1).
Agher (1).	Bray (1).	Dalkey, Killiney and
Annagry (1).	Bunera (1).	Ballybrack (1).
Antrim (1).	Bushmills (1).	Derrybeg (1).
Ardee (1).	Caherdaniel (1).	Doneraile (1).
Ardmore (1).	Cahir (1).	Dooks (1).
Ardstraw (1).	Cappoquin (1).	Drogheda (2).
Arklow (1).	Carlow (1).	Dublin—
Armagh (2).	Carna (1).	St. Lawrence's Home
Arranmore and Burton-	Carriek-on-Suir (1).	(8).
port (1).	Carriekfergus (1).	St. Patrick's Home
Athy (1).	Cashel (1).	(12).
Aughrim (1).	Cashel and Round-	Women's National
Ballina (1).	stone (1).	Health Assn. (1).
Ballinalee and Edg-	Castlebellingham (1).	Dundalk (2).
worthstown (1).	Castlecomer (1).	Dungannon (1).
Ballyeastle (1).	Castleknoek (1).	Dunshauglin (1).
Ballymena (3).	Cavan (1).	Enfield (1).
Ballymoney (1).	Celbridge and Straffan	Enniseorthy (1).
Ballyshannon (1).	(1).	Enniskillen (1).
Banbridge (1).	Cheeverstown (2).	Fairymount (1).
Bangor and Clondeboy	Clifden (1).	Galway (1).
(2).	Clondalkin, Palmers-	Galway East (1).
Bealadangan (1).	town and Chapelizod	Gartan (1).
Belfast (1).	(1).	Geesala (1).
Birr (1).	Clonmel (1).	Gilford (1).
Blackrock, Stillorgan	Coleraine (1).	Glaneullen and Sandy-
and Booterstown (1).	Cork (2).	ford (1).

IRELAND—*continued.*

Glencolumbkille (1).	Middleton (1).	Poyntzpass (1).
Glengarriff (1).	Monasterevan (1).	Pulathomas (1).
Grange Con (1).	Mullingar (1).	Rathmichael, Foxrock and Cabinteely (1).
Hollywood (2).	Mulroy (1).	Rathgar and Terenure (1).
Hospital (1).	Naas (1).	Recess (1).
Howth (1).	Navan (1).	Sligo (1).
Kells (1).	Nenagh (1).	Spiddal (1).
Kenmare (1).	New Ross (1).	Stamullen (1).
Kilkenny (1).	Newbridge (1).	Strabane (1).
Killarney (1).	Newry (2).	Swords & Donabete (1).
Killuean and Kinnegad (1).	Newtownards (1).	Tanderagee (1).
Kiltimagh (1).	Newtownbarry and Clonegal (1).	Thomastown (1).
Limavady (1).	Newtownbreda (1).	Tipperary (1).
Limerick (1).	Newtown Mount Ken- nedy (1).	Tralee (1).
Lismore (1).	North Westmeath (1).	Trim (1).
Lissadell (1).	Omagh (1).	Tullamore (1).
Listowel (1).	Oughterard (1).	Valencia Island (1).
Londonderry (6).	Pembroke (1).	Waterford (3).
Longford (1).	Portadown (2).	Westport (1).
Luean (1).	Portmarnock (1).	Whitehouse, White- abbey and Green- castle (1).
Mallow (1).	Powerscourt and Kil- bride (1).	
Maynooth and Leixlip (1).		

Ranyard Nurses, District Nursing Branch of the London Biblewomen and Nurses' Mission, Ranyard House, 25 Russell Square, W.C. SECRETARIES; STAFF, 5 Superintending Sisters and about 80 Nurses.

Founded in 1857, by Mrs. Ranyard. In 1868 a Nursing Branch was formed to supplement the original work. The nurses, whose duties are quite distinct from those of the Biblewomen, reside in their districts, and work under the local doctors and closely in touch with the hospitals and dispensaries. They are placed under the care of superintending sisters of training and experience, and are provided with a kit containing every nursing requisite. They are trained in the details of district nursing from Ranyard House, where they also attend special lectures on the subject.

Age, 25 to 35. Must be women of religious principle and good education, and must be fully trained hospital nurses. RECREATION, one day monthly; 5 weeks yearly. SALARY.—On completion of training nurses receive £78 per annum, with uniform, and two-thirds of premium towards pension of £20 a year for life at fifty-five years of age. They provide their own board and lodging. The Society is federated to the Royal National Pension Fund for Nurses.

Registered Nurses' Society, 431 Oxford Street, W.

St. Bartholomew's Hospital-Trained Nurses' Institution, Telephone, Holborn, 981. Telegraphic address—"Rahere," London.

*** St. Clement's Midwifery Training School Private Nursing Staff**, 300-302 Fulham Palace Road, S.W.

*** St. George's Hospital Private Nurses' Institution, S.W.**

St. John's House Private Nursing Staff, 12 Queen Square, Bloomsbury, W.C. Telegraphic Address: "Private Nurses," London. Telephone: 5099 Central. LADY SUPT., The Sister Superior of St. Margaret's Community, East Grinstead; about 70 Nurses.

Founded in 1848 with the design of improving the qualifications and raising the character of nurses for the sick, by providing for them professional training, moral and religious discipline. Age, 24 to 35. Candidates must be members of the Church of England, and produce satisfactory evidence as to character, education, health, physique and full training. RECREATION, 4 to 6 weeks' holiday in a year, longer when necessary. SALARIES, £30, £31, £35; afterwards rising £1 per annum to £40 and 4s. per week when nursing private cases. Board, lodging, laundry and medical attendance are provided. Indoor and outdoor uniforms and caps are provided and are required to be worn at all times. Nurses must bring with them 2 plain washing dresses of uniform material and pattern, white aprons (cotton or linen).

The Council have established a Pension Fund for nurses. After 12 years' service at St. John's House, a nurse declared disabled from ill-health is entitled to a pension of £15 per annum. A nurse having reached the age of 50, and having served the institution for 20 years, is eligible for a pension of £20 per annum and £1 extra for each additional year's service up to a maximum pension of £26. Any nurse,

having served the institution efficiently for 10 years, who may wish to retire, will receive a bonus of £10, and £3 for each additional year's service, such bonus to be in lieu of pension.

St. John the Divine, the Community of the Nursing Sisters of, 19 and 21 Drayton Gardens, South Kensington, S.W. Telegraphic address—"Divines," Fulroad, London. Telephone—118 Kensington. SISTER SUPERIOR; 60 Nurses.

The following institutions belong to the sisterhood: St. John's Hospital, Morden Hill, Lewisham, S.E.; Convalescent Home, Seagry House and Nursing Home, Beach House, Littlehampton; and District Nursing Homes at Poplar and Deptford. Midwifery Branches at Deptford and Poplar.

* **Society of Chartered Nurses**, 4 Savile Row, W. Telegraphic address—"Relieving," London. Telephone—5577 Gerard. SECRETARY; 120 Nurses.

After a personal interview applicants are received for 6 months on trial. Candidates must have had at least 3 years' hospital training, and must be registered members of the Royal British Nurses' Association. Maternity nurses must hold in addition to general training, midwifery and monthly nursing certificates. Eight weeks' holiday yearly. SALARY, nurses receive their own earnings less 7½ per cent. deducted to defray working expenses.

South London District Nursing Association, Taybridge Road, Lavender Hill, S.W. LADY SUPERINTENDENT; 1 Asst. Supt.; 8 Staff Nurses.

After a personal interview and 1 month's trial, applicants are appointed by the superintendent subject to the approval of the committee. Gentlewomen. Age, 24 to 40. Minimum height, 5 ft. 4 in. Satisfactory evidence required as to good character, thorough education, good health and at least 2 years general training. 1 month's notice required from or given to a nurse before leaving the service of the Association. RECREATION, 3 to 4 hours daily; each nurse in turn half-day and Sunday weekly; 4 weeks' holiday yearly; other times at superintendent's discretion. SALARIES from £28 to £50 per annum, the trial month counting in the 1st year if the nurse is engaged. Board, lodging, laundry and uniform are provided. Separate bedrooms.

Victoria Hospital for Children Private Nursing Staff. Telegraphic address—"Infans," London. Telephone: 159 Kensington. MATRON; 12 Nurses.

In addition to the qualifications required for probationers at the Victoria Hospital, nurses on the permanent private staff must hold certificates of 3 years' training from a General or Children's hospital. RECREATION, 9 hours off duty in each 24 are required by the rules under which nurses are sent out; 4 weeks' holiday in a year. SALARIES, 1st and 2nd years, £30 per annum; 3rd year, £32, with the following percentage on their earnings: 1st year, 12½ per cent.; 2nd year, 20 per cent.; 3rd and succeeding years, 25 per cent.

Westminster Training School and Home for Nurses, 27 Queen Anne's Gate, S.W. Telegraphic Address—"Fabiola," London. Telephone No.: 710 Gerrard. LADY SUPERINTENDENT. About 75 Nurses.

Nurses are received from the Westminster Hospital. They must hold a certificate of 3 years' training. RECREATION, 1 day monthly; 4 weeks in the year. SALARIES, £30 to £40 per annum. Outdoor and indoor uniforms are provided, and board and lodging when nurses are not at cases. There is a home at Eastbourne to which the nurses can go free of cost when unwell, or where they can take their holidays at a small cost. In addition to the above salaries nurses are given a percentage of their earnings.

ENGLAND AND WALES.

For list of places where Queen's Nurses are employed see Q.V.J.I.N., pages 98 to 104.

Altrincham Hospital Private Nursing Staff. Candidates must have had 3 years' general training. Age 25 to 35. Annual holiday, 3 weeks. SALARY, £35 and uniform. One month's notice. Separate bedrooms.

Bath.—Royal United Hospital Nursing Home. MATRON; 15 to 20 Nurses.

Candidates must hold a certificate of at least 3 years' training, be not less than 28 years of age and produce evidence of character, education, health and physique. SALARY, £30, rising £2 10s. per annum to £40. In addition nurses are given at end of 1st year 5 per cent. commission on their earnings; at end of 2nd year 7½ per cent.; at end of 3rd year 10 per cent. In- and outdoor uniform provided. At end of 1st month nurses are required to agree, should they leave before the expiration of 12 months, to refund a proportion of the cost of uniform, and further that they will not start private nursing within 6 miles of the hospital during a further period of 3 years under a penalty of £20.

* **Bath.—Bath Trained Nurses' Home**, 43 and 44 Rivers Street, Bath. LADY SUPERINTENDENT; 19 Private Nurses; 10 Probationers.

After a personal interview (if possible) and 1 month's trial, applicants must enter into an agreement to remain with the institution for 1 year. One month's notice given and required. Candidates must be between 25 and 35 years of age, and must produce a certificate for 3 years' training in a general hospital. Those desiring employment in maternity cases must hold both midwifery and monthly nursing certificates. RECREATION, 4 weeks' holiday in the year. SALARY, first year, £35; second year, £40. Board, lodging, laundry and uniform provided

Bedfordshire Hospital-Trained Nurses' Institute (Nursing Home for Paying Patients) (1889), Kimbolton House, 23 Kimbolton Road, Bedford. LADY SUPERINTENDENT; 30 Private Nurses.

A personal interview (if possible) and 1 month's trial are requisite. Candidates must be between 27 and 38 years of age, and must have had 3 years' training in a general hospital. One month's notice given and required. RECREATION, 2 hours off duty daily are required under the rules under which nurses are sent out; 4 weeks' holiday yearly. SALARY, £35 per annum, with 5 per cent. on earnings and £5 for uniform. Board and lodging (when not at cases).

Birmingham District Nursing Society. Secretary's office, 2 Bennett's Hill, Birmingham. (Affiliated to Q.V.J.I.N.) The Homes are situated at Summer Hill Road, 94 Moseley Road, and 306 Washwood Heath Road, Birmingham. LADY SUPERINTENDENTS; 27 Nurses.

After a personal interview and 1 month's trial, suitable applicants are appointed by the lady superintendent. Satisfactory evidence required as to character, health and physique, and of not less than 3 years' training from a general hospital. Midwifery or monthly nursing certificates are also desirable, but are not necessary. One month's notice given and required. RECREATION, 2 hours daily; half-day weekly; 4 weeks' holiday in the year. SALARY, according to qualifications, with board, lodging, laundry, and in- and outdoor uniform.

Birmingham.—Edgbaston Nurses' Co-operation, 278 Monument Road, Edgbaston. LADY SUPERINTENDENT; 30 Nurses. Telephone, 1110 Edgbaston.

Candidates must hold a certificate for 3 years' training in a general hospital, and maternity nurses must hold a midwifery certificate in addition. SALARIES.—Nurses receive their fees, less 5 per cent. (10 per cent. first year). Nurses sent out for daily visits.

Birmingham. — Queen's Hospital Private Nursing Department, Bath Row. LADY SUPERINTENDENT; 22 Nurses.

SALARIES to nurses on private nursing staff, in their 4th year of training and subsequently £24 to £30 per annum, and 10 per cent. of the profits, with board, lodging, indoor and outdoor uniform. After their term of 4 years' training, nurses, if satisfactory, may join the co-operative system, living out and paying 5 per cent. on all cases taken; cooperative nurses are sometimes employed in the Hospital whilst waiting for cases in which case they are paid 2s. 6d. a day and receive board and lodging. Three weeks' holiday yearly. One month's notice.

Blackpool.—Victoria Hospital Private Nursing Staff. Only nurses trained at the Victoria Hospital are taken. Salary £25 to £30 with in and outdoor uniform. One month's holiday. One month's notice.

Bolton District Nursing Association, 100 St. George's Road, Bolton-le-Moors. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT; 10 Nurses.

There is no age limit. Candidates must produce satisfactory evidence as to character, health and physique, and must hold certificates of at least 2 years' training from a general hospital). After 1 month's trial, applicants are elected by the Committee. RECREATION, from 2 to 4.45 and 8 to 10 daily; days "off" in turn; 4 weeks' holiday in the year. SALARY, £25 to £35 per annum, together with board, lodging and uniform.

Boston Hospital Private Nursing Staff. Candidates must have had three years' general training. Salary £30, rising £2 10s. yearly to a maximum of £35. In- and outdoor uniform and laundry provided. One month's holiday yearly. One month's notice.

Bradford District Nursing Association, 93 Horton Lane, Bradford. LADY SUPERINTENDENT; 11 District Nurses.

This association is worked through a special organisation—The Ladies' Guild for Nursing the Sick Poor. Candidates must have had 3 years' training in a general hospital. RECREATION, half day weekly; 3 weeks annually. SALARY, £31 to £35. Uniform (indoor and outdoor) and laundry provided. No infectious cases visited. One month's notice given and required.

Bradford Incorporated Nurses' Institution, 110 Manningham Lane, Bradford. LADY SUPERINTENDENT; 30 Private; 6 Monthly Nurses.

Candidates must be of good social standing and well educated. Age, 24 to 35. Satisfactory evidence required as to character, education, health and physique, and certificates of not less than 3 years from a recognised Nurse Training School and preferably additional experience. Those desiring employment as maternity nurses must hold midwifery or monthly nursing certificates in addition. One month's notice given and required. RECREATION—according to requirements of patients' 3 weeks' holiday in the year, with occasional short leave of absence. SALARY, £40 per annum. Indoor uniform provided. There is a Nurses' Sickness and Pension Fund in connection with the Institution.

*** Bridgnorth and South Shropshire Infirmary Private Nursing Staff.**

*** Bridlington.—Lloyd Hospital Private Nursing Staff.** MATRON; 2 Private Nurses.

Brighton and Hove Hospital for Women Private Nursing Staff. Certificate of 3 years' training at recognised general hospital required and preferably C. M. B. certificate. Salary £36 to £42 or nurses with C. M. B. certificate £41 to £47. Board lodging and washing provided under certain conditions; a bonus of £8 per annum is paid to each nurse in addition to salary. Three weeks' holiday annually and when possible one day between cases. One month's notice.

Brighton, Hove, and Preston Association for Nursing the Sick Poor, 14 Wellington Road, Brighton. (Affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT; 2 ASST. SUPERINTENDENTS; 6 Staff Nurses at Branches; *Central Home*: 3 Nurses. 12 Candidates in training for the Queen's Roll.

After a personal interview (if possible) and 1 month's trial, nurses, who must have had 3 years' training in a general hospital, are received for 6 months' training in district and monthly nursing. They must produce satisfactory evidence of character, health, education and physique. RECREATION, candidates in training $\frac{1}{2}$ day once in three weeks; staff nurses week-end monthly; all one month yearly. SALARY, Queen's candidates, £25; staff nurses, £30 to £35 per annum. Laundry and in- and outdoor uniform provided. Separate bedrooms.

Brighton.—Royal Sussex County Hospital Private Nursing Institution. MATRON; HOME SISTER; 40 Nurses.

Age, 25 to 35; personal interview and 1 month's trial. Satisfactory evidence required as to character and health, and 3 years' training in a general hospital of not less than 100 beds. Maternity nurses must hold a midwifery certificate in addition. One month's notice of leaving is required. RECREATION, 8 hours out of the 24; 4 weeks' holiday in the year. SALARIES, £40 per annum, rising to £50 after 4 years' service. Bonus up to £15. Nurses must be insured for a pension of at least £15 to commence at the age of 50.

Bristol and Clifton District Nurses' Society, 6 Berkeley Square, Clifton, Bristol. MATRON; 22 District Nurses; 1 Daily Visiting Nurse who also takes home sister's duties.

Age, 24 to 34. Satisfactory evidence required as to character, health and physique. Personal interview and 1 month's trial. District nurses must hold certificates of not less than 1 year's training in a general hospital and are employed entirely among the sick poor; the daily visiting nurse visits better class patients. RECREATION, 2 hours daily; half-day weekly; bank holidays or their equivalent; alternate Sundays; 4 weeks' holiday in the year. SALARIES (with laundry and in- and outdoor uniform); district nurses, £25; daily visiting nurse, £33; District nurses living in rooms in outlying districts receive a salary of £1 1s. per week, together with in- and outdoor uniform. Separate bedrooms for seniors; juniors have two-bedded rooms. One month's notice required.

Bristol General Hospital Private Nursing Institution. MATRON; 42 Nurses.

Private nurses receive their training in the Bristol General Hospital and are passed on to the private staff as vacancies occur. RECREATION, 2½ hours daily; 1 day monthly; 4 weeks' yearly. SALARY, £26 to £42. Laundry, indoor and outdoor uniform provided. Separate bedrooms.

Bristol Nurses' Institution and Nursing Home, 3 and 4 Chesterfield Place, Clifton, Bristol. Telegraphic address—"Nurses," Bristol. LADY SUPERINTENDENT; 40 Nurses.

Age, 25 to 45. Certificate of 3 years' general training required. SALARY, £30 to £35 and 10 per cent. of earnings; or on cooperative system, i.e. earnings less 10 per cent. Outdoor uniform and 2s. 6d. a week for washing allowed. Three weeks' holiday annually. One month's notice.

Bristol Hospital for Sick Children and Women, Private Nursing Staff. Only nurses trained at the hospital

are eligible. SALARY £25 to £35 and 5 per cent. on gross receipts. Three weeks' holiday annually. One month's notice.

Bristol Royal Infirmary Private Nursing Staff. MATRON. Number of nurses varies.

Only nurses trained at the Bristol Royal Infirmary are received. A nurse wishing to join the private staff may do so on the co-operation principle, under which she receives the whole of her earnings less 10 per cent. The committee pays into the Royal National Pension Fund for Nurses a similar amount to that contributed by each nurse for securing a pension.

*** Burnley.—Victoria Hospital Private Nursing Staff.** MATRON; 4 Nurses.

Burton-on-Trent Nursing Institution, 59 Union Street. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 22 Private Nurses; 7 District Nurses.

Only fully trained nurses are employed, a certain number of whom must have the C.M.B. certificate and some must be monthly nurses. Engagement is for 1 year with a month's notice on either side after the 1st year, or for grave misconduct no notice is given at any time of service. RECREATION, 2 hours daily; 1 day monthly; 3 to 4 weeks yearly. SALARIES (paid quarterly), £30 1st year, rising by £2 yearly to £40. Indoor and outdoor uniform provided. Nurses must make their own aprons and caps. Separate bedrooms for the majority.

*** Cambridge Home for Nurses,** 13 Fitzwilliam Street, Cambridge. Telegraphic address — "Trained," Cambridge. LADY SUPERINTENDENT; 30 Nurses.

Age, 25 to 35. Satisfactory evidence required as to character, health and physique. A certificate of not less than 3 years' training from a general hospital, and in the case of maternity nurses a midwifery or monthly nursing certificate from a lying-in hospital or the C.M.B. diploma. Candidates are appointed by the lady superintendent with whom a personal interview is necessary before engagement. RECREATION, according to the requirements of cases, not less than 7 hours' consecutive rest and 1 hour for outdoor exercise daily being expected by the rules under which nurses are sent out by the Home; 1 month's holiday in the year. SALARY paid to nurses, £36 per annum, and percentage on earnings. £5 a year is allowed for uniform. Laundry, board and lodging when not at cases are provided.

Canterbury.—Kent and Canterbury Institute for Trained Nurses, 62 Burgate Street. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 24 General Nurses; 2 District Nurses; 9 Maternity Nurses.

Age from 23. Satisfactory evidence required as to character, health and physique, and certificates of 3 years' training from a recognised School of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. Three months' notice given and received. RECREATION.—Not *less* than 7 hours' consecutive rest and 1 or 2 hours' outdoor exercise daily are required by the rules under which the nurses are sent out; one week's rest given after infectious cases for quarantine. 3 weeks' holiday in the year. SALARIES paid to nurses, from £32 10s., rising £2 10s. yearly to £40 per annum. A bonus is given when funds allow. After 12 years' service a gratuity of £10 is given and a special certificate. Board, lodging, laundry and indoor and outdoor uniform are provided. The Institute takes out an additional policy for every nurse who joins the Royal National Pension Fund.

Carlisle. — Cumberland Infirmary Private Nursing Branch. MATRON; 10 Private Nurses.

Candidates must have had 3 years' training in the Cumberland Infirmary. SALARY, 1st year, £25; 2nd year, £30; increasing £2 yearly thereafter, with uniform.

Cheltenham General Hospital Private Nursing Branch.

Candidates must have had at least 3 years' training in a general hospital. SALARY, £32 to £36 per annum. In- and outdoor uniform provided.

Chester District Nursing Association, 9 Water Tower Street, Chester. LADY SUPERINTENDENT; 5 Nurses.

Candidates must be between 27 and 37 years of age, and are received after a personal interview and 1 month's trial. They must have had 3 years' training in a general hospital and produce evidence of character, education, health and physique. One month's notice of leaving required. The sick poor are nursed in their own homes free of charge. RECREATION, 2 hours' daily; half-day weekly; 4 weeks in the year. SALARY, £30 per annum, rising £2 10s. per annum to £35, with board, lodging, and in- and outdoor uniform.

Chester General Infirmary Private Nursing Department. LADY SUPERINTENDENT; 10 Nurses.

For nurses in their 4th year's training on the Chester General Infirmary Staff. RECREATION, 4 weeks in the year. SALARY, £20. Laundry and indoor and outdoor uniform provided.

Chichester.—West Sussex, East Hants and Chichester General Infirmary Private Nursing Staff. MATRON; 12 Private Nurses.

Age, 25 to 35. Certificate required of (1) 3 or 4 years' general training at a recognised training school; (2) C. M. B.; (3) hospital for infectious diseases. SALARY, £35, rising £1 annually to £40, plus 2 per cent. on earnings. £2 granted towards uniform. Four weeks' holiday annually with two days for travelling. One month's notice.

Croydon Trained Nurses' Institution, 26 Lansdowne Road, Croydon. Telephone: 1495 Croydon. LADY SUPERINTENDENT; 24 Private Nurses; 6 District Nurses.

Age, 24 to 35. Satisfactory evidence required as to character, education, health and physique, and certificates of 3 years' training in a recognised hospital or infirmary. Those desirous of being employed as maternity nurses must hold midwifery certificate. Nurses come for 1 month's trial, and sign an agreement to serve the institution for 1 year. One month's notice given and required. RECREATION according to the requirements of cases; district nurses, 1 month's holiday in the year; private nurses, 3 weeks. SALARIES, private nurses, £30 per annum with percentage upon earnings; district nurses, £35 to £38. Board, lodging, laundry (when not at cases), and in- and outdoor uniform are provided. Nurses when ill are nursed in the home or sent to hospital.

Deal and Walmer Victoria Hospital Private Nursing Institution, Wellington Road, Deal. Telegraphic address—"Hospital," Deal. Telephone No.: 8Y Deal.

Only fully trained certificated nurses are employed. SALARIES range from £33 to £40.

Derby.—Royal Derby and Derbyshire Nursing and Sanitary Association and Nightingale Nursing Home, 1 and 2 Trinity Street, London Road. Telegraphic address—"Nursing," Derby. National Telephone: 746X Derby. LADY SUPERINTENDENT; Staff, 110.

Candidates should be between 24 and 44 years of age, must come on 3 months' trial, and have had at least 3 years' training. Three

months' notice of leaving is required. RECREATION, 3 weeks' holiday yearly. SALARY, £35 to £40 per annum, and bonus to be determined by the profits of the year, and to be allotted according to length of service, the character of the cases nursed and the reports from doctors and patients. In- and outdoor uniform and trunk provided. There is a contingent fund from which pensions are given to old and disabled nurses.

Derby.—Derbyshire Royal Infirmary Private Staff. MATRON; 10 Nurses.

Age, 24 to 34. Only nurses trained at the Derbyshire Royal Infirmary are eligible. SALARY, £28 to £40. Indoor and outdoor uniform and instruments provided. Three weeks' holiday first year, one month subsequently. One month's notice required.

*** Devizes Cottage Hospital Private Nursing Department.** MATRON; 1 Nurse.

Devonport.—Royal Albert Hospital Nursing Institute. LADY SUPERINTENDENT; 10 Nurses.

The limit of age for candidates is from 25 to 35. They must produce satisfactory evidence as to character, education and health, and hold certificate of 3 years' training in a general hospital. One month's notice required and given. RECREATION, 4 weeks' holiday in the year. SALARY, £25 to £40, and 5 per cent. on earnings, rising to 10 per cent. after 5 years' service. Indoor and outdoor uniform provided.

Dorchester.—Dorset County Home for Nurses, Cornwall Road. Telegraphic Address—"Nurses," Dorchester. Telephone, Dorchester 188. MATRON; 10 to 15 Nurses.

Only fully trained nurses employed. One month's notice given and required before resignation or dismissal. SALARY, £32 to £40 per annum and a bonus annually at the discretion of committee. Board, lodging, laundry (when not at cases) and in- and outdoor uniform provided.

Exeter.—Royal Devon and Exeter Hospital Private Nursing Staff. MATRON; 40 Nurses.

Only nurses trained at the Royal Devon and Exeter Hospital are received. SALARY, £40, increasing by £2 10s. annually to £50, and £5 per annum for uniforms.

Exeter Trained Nurses' Institute (founded 1866), 7 and 8 Colleton Crescent, Exeter. Telegraphic address—"Colleton," Exeter. Telephone: 224 National. LADY SUPERINTENDENT; 36 Nurses.

Age, 28 to 38. Satisfactory evidence required as to character, health and education, and of 3 years' training in a general hospital. Those desirous of being employed in maternity cases must hold the C.M.B. Diploma, and must have had full general training as well. After a personal interview (if possible), candidates must serve 2 months on trial. One month's notice of leaving is required on either side. RECREATION, 2 hours daily is expected by the rules under which nurses are sent out; 4 weeks' holiday in the year. SALARY and commission, £40 to £50 per annum. Board and lodging are provided at the Home during intervals between cases. Laundry and in- and outdoor uniform are provided. During illness nurses are cared for in the Home. They are encouraged to join the Royal National Pension Fund.

Fakenham (Norfolk) Nurses' Home. LADY SUPERINTENDENT; Staff of Nurses. Only fully trained nurses are employed.

Frome.—Victoria Hospital and Nurses' Home, Frome, Somerset. LADY SUPERINTENDENT; 7 Private Nurses; 2 District Nurses. The number of vacancies varies yearly.

Age, 24 to 36. Satisfactory evidence required as to character, health and physique, and certificates of 2 or 3 years' general hospital training. A personal interview and 1 month's trial necessary. Those desirous of employment in maternity cases must be recognised by the Central Midwives Board. RECREATION allowed to nurses varies; 3 weeks' holiday in the year. SALARY, £26 to £35 per annum and bonus on earnings. Board, lodging, laundry and in- and outdoor uniform are provided.

District nurses are supplied for the poor gratuitously upon their obtaining a subscriber's ticket (5s.); cottage nurses daily visiting for 5s. to 15s. a week, in addition to a subscriber's ticket for 2 weeks; and there are two certificated midwives for poor married women (fee, 7s. 6d.), besides the usual private nursing.

Gloucester District Nursing Society, 14 Clarence Street, Gloucester. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT; 5 District Nurses; 3 Midwives; 5 Midwifery Pupils.

Candidates must have had at least 3 years' training at a general hospital, be between 25 and 35 years of age, come for 1 month on trial, and produce satisfactory evidence as to character, education, health and physique. Those nurses who wish to undertake midwifery and

monthly nursing must hold the C.M.B. Diploma. One month's notice given and required. Three different classes of patients are provided for: (a) Those unable to pay anything; (b) those able to pay something; (c) those able to pay the full tariff. Nurses are on duty for 8 hours daily. 1 month's holiday is given during each year. SALARY, £37 per annum increasing to £41 in the case of district nurses and £43 in the case of midwives. Uniform provided. The Society is federated to the Royal National Pension Fund for Nurses.

Four Queen's District Nurses are received every four months for training in midwifery and instruction for the C.M.B. Diploma.

Gloucester.—Gloucestershire Royal Infirmary and Eye Institution Private Nursing Department. MATRON; 15 to 18 Nurses.

Only nurses trained in the infirmary are employed. Maternity cases are not undertaken. 1 month's notice given and required. RECREATION, 9 hours for sleep and recreation are expected by the rules under which nurses are sent out; 3 weeks' holiday yearly, with suitable rest between cases. SALARIES, 1st year £24, 2nd £32, 3rd £36. Board, lodging (when not at cases) laundry and indoor uniform provided. Nurses are required to join a Pension Fund.

Gravesend Hospital Private Nursing Institution. MATRON; 12 Nurses.

SALARIES, £30 to £35 per annum. Board, lodging, laundry (when not at cases) and indoor and outdoor uniform are provided.

Guildford Trained Nurses' Association and Co-operation, Galen House, Nightingale Road, Guildford. LADY SUPERINTENDENT; 40 Nurses. Telegraphic address: "Galen," Guildford. Telephone—290 Guildford. Applications average 50; vacancies 6 to 10 yearly.

Gentlewomen, well educated, age, 25 to 35, holding a 3 years' hospital certificate and able to furnish excellent testimonials from the matron or matrons under whom they have worked and able to stand night duty well, are eligible to join the above Association. They must have a gentle manner and quiet voice. Massage and midwifery training desirable. A personal interview is necessary unless candidate is known to any of staff. Holidays, 23 days annually, and sufficient time for rest between cases. SALARIES, (a) £60 per annum, without commission, bonus or sick leave; (b) £30 per annum, with 25 per cent. commission, bonus and sick leave; (c) for members in their second and subsequent

years, the whole of their fees without any reduction with the exception of the fees earned during the first three working weeks of each quarter. Fourteen days' free board and lodging given to (c) members whilst waiting for work during each quarter. Any time over this charged at rate of £1 1s. a week. Members under (a) and (b) who have worked during whole year receive bonus at end of each financial year. This bonus depends on individual earnings and may be equal to 1 year's salary if fees earned amount to £105. Average earnings are about £92 a year allowing for holidays, sickness and special leave. Members, who leave after a few months' work only, forfeit one third of their commission and get no bonus. Uniform is not provided. One month's notice nominally on either side or to suit mutual convenience.

Herefordshire General Hospital Private Nursing Staff. MATRON ; 15 Private Nurses ; 3 Monthly.

Candidates, who must be between 23 and 40 years of age, must serve 1 month on trial. They must have had 3 years' training in a general hospital. One month's notice of leaving is required. SALARY, £36 to £40 per annum. Laundry and uniforms provided. One month's holiday.

Hereford Nursing Association. SUPERINTENDENT ; 3 Nurses.

For District Nursing. Nurses must have had 3 years' training in a general hospital. Nurses are required to work on an average 8 hours daily, and receive 4 weeks' holiday in the year and a week-end monthly. SALARIES, £80 to £90 per annum. An extra £8 is allowed for uniform and bicycle.

Hertford County Hospital Private Nursing Staff. MATRON ; 5 Private Nurses.

Certificate of 3 years' training required. SALARY, £35. Outdoor uniform and material for indoor provided. Four weeks' holiday annually. One month's notice.

*** Honiton. — District Rural Nursing Association.** LADY SUPERINTENDENT ; 1 Nurse.

Candidates must have had 3 years' hospital training. SALARY, £66 per annum, and £5 for uniform.

Hull.—Royal Infirmary Private Nursing Staff. LADY SUPERINTENDENT ; 24 Nurses.

A nurses' co-operation has been started in connection with the private nursing staff of this hospital, and nurses who have been attached to

the hospital for 4 years may live outside and take their own earnings, minus a percentage to the hospital for expenses. SALARY, £25 to £36 per annum.

Ipswich.—Nurses' Home and Training School for Midwifery, 7 Lower Brook Street. MATRON; Assistant Matron; 24 Private Nurses; 6 District Nurses.

Age, 25 to 35. Satisfactory evidence required as to character and health, and 3 years' hospital training. After a personal interview, applicants come for a month on trial. One month's notice is required. RECREATION, 2 hours daily; 4 weeks' holiday yearly. SALARY, £40, and £2 allowance for uniform. A bonus granted according to profit made during the year and length of nurses' service. Federated to the R.N.P.F.

King's Lynn.—West Norfolk Hospital Private Nursing Staff. LADY SUPERINTENDENT; 5 Nurses.

Age, 25 to 35. Certificate of 3 years' training essential. Annual holiday, 4 weeks. SALARY, £45 per annum. Laundry and indoor and outdoor uniform provided. Board and lodging are also provided when not engaged at a case. 1 month's notice.

Leamington.—Warneford, Leamington and South Warwickshire Hospital Private Nursing Institution. MATRON; 18 Private Nurses; 2 Midwives; 1 Masseuse.

Only nurses trained at the Warneford Hospital are taken. Age, 22 to 32. Height from 5 ft. 4½ in. 3 years' training essential, with massage and midwifery training if possible. Education and health must be good. One month's notice given and required. RECREATION, 2 hours daily; 1 day monthly; 3 weeks' holiday yearly. SALARY, £40, rising to £52 10s. per annum. Board, lodging, indoor uniform and laundry provided. Outdoor uniform, which must be worn, is not provided. Federated to the Royal National Pension Fund and the hospital helps with premium of nurses belonging.

Leeds District Nursing Association (affiliated to Q.V.J.I.N.), Central House, Lovell Street, Leeds. There are branch homes at Holbeck, Hunslet and Burley Village. 2 LADY SUPERINTENDENTS; 2 Senior Assistants; 22 Staff Nurses; 3 Queen's Probationers.

Age, 25 to 40, height 5 ft. to 5 ft. 10 in. Satisfactory evidence required as to character, education, adaptability, tact, kindness and health, and of 3 years' general training. After a personal interview (usually), candidates have to serve 1 month on trial. Six weeks' notice of leaving required. RECREATION, 2 hours daily; $1\frac{1}{2}$ days monthly; 4 weeks' holiday in the year. Nurses are expected to work from 6 to 8 hours a day. SALARIES, £27, rising to £35 a year. Laundry and in- and outdoor uniforms are provided. Each nurse and probationer has a separate bedroom. Federated to the Royal National Pension Fund.

Leeds Trained Nurses' Institution, 21 Hyde Terrace. Telegraphic address—"Expert," Leeds. LADY SUPERINTENDENT of Institution; LADY SUPERINTENDENT of District Work; 82 Private Nurses; 27 District Nurses; 19 Probationers.

Age, 23 to 35. Height from 5 ft. 2 in. Satisfactory evidence required of character, education, health and 3 years' general training. 1 to 3 months' trial. SALARIES, vary up to £40 yearly. Laundry, in- and outdoor uniform included. Federated to the Royal National Pension Fund.

Leicester Institution of Trained Nurses, 73 Aylstone Road. Telegraphic Address—"Aid," Leicester. Telephone—392 Leicester. LADY SUPERINTENDENT; 35 Private Nurses; 12 to 14 Monthly Nurses.

Age, 24 to 40. Satisfactory evidence required as to character and education, and certificates of 3 years' general training with a maternity certificate also in the case of a maternity nurse. Personal interview as a rule. Those desiring employment in maternity cases must hold midwifery or monthly nursing certificates, in addition to general certificate. Selected applicants are required to enter into an agreement with the institution, and must give 3 months' notice before leaving. RECREATION, 4 weeks' holiday yearly. SALARY, £32, £36, £40. Board, lodging and laundry are provided at the home during intervals between cases. Indoor and outdoor uniform is provided. The institution has a Sick Fund for the benefit of its nurses.

Lincoln.—Institution for Nurses. Telegraphic address—"Bromhead," Lincoln. LADY SUPERINTENDENT; 60 Private Nurses; 11 District Nurses.

Personal interview if possible and 1 month's trial. Satisfactory evidence required as to character, education and health, and 3 years'

certificate from a general hospital. RECREATION, 2 hours daily ; 3 weeks yearly. SALARY, £35 to £40. Laundry, part indoor and outdoor uniform provided. Separate bedrooms for nearly all. Nurses cared for in sickness. One month's notice to terminate engagement.

Lincolnshire Nursing Association. (Affiliated to the Q.V.J.I.N.) SUPERINTENDENT.

This Association has been formed to provide nurses for the villages in Lincolnshire. The Central Fund gives help in training the nurses, grants in aid to poor districts, and assists in organising and providing inspection and secretarial help for districts. The County Council also gives nursing scholarships, value £50, to Lincolnshire women. The District Committees are responsible for the payment of the nurses and working expenses. Two classes of nurses are employed—(a) fully trained Queen's nurses ; (b) rural maternity nurses, with 12 months' midwifery and district training and the C.M.B. certificate. Candidates for (b) must enter into an agreement to serve the Association for 3 years from the completion of their training. Selected candidates are sent for 6 months' training in midwifery to the Emergency Home, Lincoln, and 6 months in general district nursing to the Plaistow Maternity Home, and are expected to pass the C.M.B. examination. SALARIES, (b) nurses, 16s. to 18s. a week until end of the 3 years, to include board and lodging. Uniform provided.

The cost per annum to a district of (a) is £80 to £90 ; and of (b) is £45 to £55.

* **Liverpool.—David Lewis Northern Hospital Nursing Institution.** MATRON ; 16 Nurses.

Candidates must have had 3 years' training in the David Lewis Northern Hospital. SALARY, £25 to £30, with uniform and laundry.

Liverpool. — Hahnemann Hospital Private Nursing Staff, Hope Street. LADY SUPERINTENDENT ; 8 Nurses.

Age from 25. Certificate of 3 years' training required. SALARY, £23 rising. Uniform provided. Annual holiday. One month's notice.

Liverpool.—Royal Infirmary Private Nursing Staff. MATRON and LADY SUPERINTENDENT ; 40 to 45 Private Nurses.

Only nurses trained for 3 years at the Royal Infirmary are eligible. RECREATION, 2 hours daily ; 1 day monthly ; 3 weeks yearly. Days

off may accumulate if at a long case and be taken together. SALARY, from £25 to £35 and 10 per cent. bonus. Laundry and indoor and outdoor uniform provided. One month's notice required.

Liverpool.—Royal Southern Hospital Nursing Institution. LADY SUPERINTENDENT; HOME SISTER; 12 to 18 Nurses.

Vacancies average 8 to 10 yearly, and are all filled up by nurses over 25 years of age, holding certificates of 3 years' training from the Royal Southern Hospital, and, in some cases, of the Incorporated Society of Trained Masseuses also. RECREATION according to requirements of patients, not less than two hours being expected by the rules under which nurses are sent out; 4 weeks' holiday in the year. Board, lodging, laundry (when not at cases), and indoor uniform are provided.

*** Maidstone.—Stephen Monckton Nurses' Home.**

Malvern Nurses' Home, Pridey Road, Gt. Malvern. MATRON; ASSISTANT SUPERINTENDENT; 18 to 24 Private Nurses. Telephone: 194. Telegraphic Address: "Nursing," Malvern.

Nurses must have had 3 years' general training, massage training, and in the case of monthly nurses, hold monthly nursing or C.M.B. certificates. 3 weeks' holiday in the year. SALARY, £35, rising to £45. Board and lodging are provided (when not at cases). Laundry, outdoor uniform and dresses and caps provided. One month's notice given and required.

Manchester and Salford Sick Poor and Private Nursing Institution. Founded in 1864 under the name of the Manchester Nurse Training Institute. (Affiliated to Q.V.J.I.N.) Secretary's Office, 7 Norfolk Street, Manchester. Telegraphic address—"Helper," Manchester.

PRIVATE NURSING HOME AND NURSES' CO OPERATION, 341 Oxford Road, Chorlton-on-Medlock. LADY SUPERINTENDENT; 40 Nurses. SALFORD ROYAL DISTRICT NURSES HOME, Crescent, Salford; SUPERINTENDENT; 18 Nurses, including 1 Daily Visiting Nurse. ARDWICK DISTRICT NURSES' HOME, 128 Plymouth Grove, Manchester; SUPERINTENDENT; Assistant Superintendent; 15 Nurses including 1 Daily Visiting Nurse. HULME DISTRICT NURSES' HOME, 594 Stretford Road, Old Trafford, Manchester; SUPERINTENDENT; 12 Nurses, including 1 Daily Visiting

Nurse. HARPURHEY DISTRICT NURSES' HOME, Beech Mount, Harpurhey; SUPERINTENDENT; 11 Nurses including 1 Daily Visiting Nurse. BRADFORD DISTRICT NURSES' HOME, Ashton New Road, Manchester; SUPERINTENDENT; Assistant Superintendent; 10 Nurses, including 1 Daily Visiting Nurse.

Age from 24 Satisfactory evidence required as to character, education, health and physique, and of not less than 3 years' training at approved hospitals or infirmaries, such training to include at least 2 years in a large general hospital. Maternity nurses require in addition a monthly nursing certificate. After a personal interview and 1 month's trial, district nurses are engaged for 1 year, and thereafter are subject to 1 month's notice on either side. RECREATION.—District nurses are on duty for 8 hours a day, and receive 4 weeks' holiday yearly. Private nurses are expected by the rules under which they are sent out to get 9 hours' rest out of the 24; 4 weeks' holiday yearly. SALARIES.—Private nurses, £30 per annum, rising to £45; district nurses, £28 to £35. Board, lodging and laundry when not at cases are provided in the home. Indoor and outdoor uniform are provided. The private nursing branch of the institution is federated to the Royal National Pension Fund, and many of the district nurses are members.

Manchester Royal Infirmary Private Nursing Staff. LADY SUPERINTENDENT; 9 Nurses.

Only nurses trained at the Manchester Royal Infirmary are eligible. SALARY, £30, rising £2 yearly to £38, together with half the extra charge of 10s. 6d. per week made for each infectious or massage case nursed and 5 per cent. of average fees. One month's holiday annually. One month's notice required.

Merthyr-Tydfil General Hospital.—Private Staff. MATRON; 6 Private Nurses.

Age not under 25. Three years' certificate required. SALARY, £30. Indoor and outdoor uniform provided. Three weeks' annual holiday. Two months' notice.

Middlesbrough District Nursing Association, Borough Road, Middlesbrough. LADY SUPERINTENDENT; 8 Nurses.

The object of this Association is district nursing. Nurses must be educated and have 3 years' hospital training, and in the case of maternity nurses have a monthly nursing certificate. One month's notice of

leaving required and given. RECREATION 2 to 4 P.M. daily ; one half-day weekly, Saturday, 1.30 P.M. to Monday, 9 A.M. monthly. Four weeks' holiday in the year. SALARY, £30 to £35. Remuneration given for the trial period. Laundry and in- and outdoor uniform provided.

Newcastle-on-Tyne.—Cathedral Nursing Society (for nursing the sick poor in their own homes), 17 Ellison Place. LADY SUPERINTENDENT ; 10 Nurses.

Candidates, between 25 and 40 years of age, must come on trial for 1 month, produce satisfactory evidence of character, education and health, and have had 3 years' training in a general hospital. One month's notice given and required. 4 weeks' holiday yearly.

Newcastle-on-Tyne Maternity Hospital and Outdoor Charity for Poor Women Private Nursing Staff. MATRON ; 10 Private Nurses.

Only Nurses trained at the Maternity Hospital are eligible.

Newcastle-on-Tyne.—Nurses' Home. 2 Granville Road. LADY SUPERINTENDENT ; ASSISTANT MATRON ; 70 Nurses.

Age, 25 to 30. Satisfactory evidence required as to character, health and physique, and of 3 years' training in recognised schools of nursing, and those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. After a personal interview, where possible, and 3 months' trial, suitable trained applicants are required to sign an agreement to serve the institution, conform to the rules, and to give 1 month's notice (which they are also entitled to receive) in writing before withdrawing from the staff. RECREATION according to the requirements of the patients, not less than 1 hour daily for outdoor exercise being expected by the rules under which nurses are sent out by the institution ; 4 weeks' holiday in the year. SALARIES, £30 to £34. The profits of the institution are distributed among the nurses in the form of bonuses, and are apportioned according to the number of weeks a nurse has been at work in the year as follows : 1st year at the rate of 2s. 6d. per week ; 2nd and 3rd years 3s. 6d. per week ; 4th and 5th years 4s. 6d. per week ; 6th and 7th years 5s. 6d. per week. A nurse receives a commission of 5s. per week whilst in attendance upon the following cases : mental disease, dipsomania, massage and small-pox. Board, lodging, laundry (when not at cases), and in- and outdoor uniform are provided. Nurses are fined if they appear on duty without uniform. In the report the Committee set

forward the desirability of making provision for sickness or old age, and for this purpose every encouragement is given to nurses to join the Royal National Pension Fund. There is a sick fund connected with the home. Nurses sleep 2 in a room.

Newport (Mon.) Hospital Private Nursing Staff.

Age, 25 to 35. Three years' general training certificate required. SALARY, £32 to £38. Uniform and laundry provided. Three weeks' annual holiday. One month's notice. Nurses do staff duties in the wards between their cases. They get 24 hours' rest between each case.

Newton-Abbot Hospital Private Nursing Staff.

MATRON; 3 Private Nurses.

Age not under 22. Certificate of general training required. SALARY, £30 to £35. Uniform, etc., provided. Three weeks' holiday annually. One month's notice.

Norfolk and Norwich Hospital Private Nursing Staff. LADY SUPERINTENDENT.

Age, 23 to 30. Three years' general certificate of recognised training school required. SALARY, £40 to £50 per annum. Free board and residence in the hospital when in from cases. One month's holiday annually. One month's notice.

Norfolk and Norwich Staff of Hospital-Trained Nurses, 50 Bethel Street, Norwich. Telegraphic address—"Staff," Norwich. Branch Home, 385 London Road, Lowestoft. 2 LADY SUPERINTENDENTS; 45 Nurses. Applications for the post of nurse average 3, and vacancies 3 yearly.

Age, 23 to 35. Satisfactory evidence required as to character, health and physique, and of not less than 3 years' training from a recognised School of Nursing. Those who desire employment in maternity cases must hold monthly nursing or C.M.B. certificates. Three months' trial. Three months' notice is given and required. RECREATION according to the requirements of patients, not less than 8 hours off duty being expected by the rules under which nurses are sent out; two nights or more after each case of any length or severity; 3 weeks' holiday yearly. SALARY, including for trial period if accepted £26 to £30, rising £2 yearly to £35 per annum. Board, lodging and

laundry (when not at cases) are provided in the Home. Indoor and outdoor uniform provided. Separate bedrooms as far as possible. There is a special Benefit Fund for Sickness and Old Age, and 5 per cent. is secured to nurses upon all savings. Many of the nurses have also joined the Royal National Pension Fund.

Northampton General Hospital Private Nursing Staff. MATRON ; 8 Private Nurses.

Age, 25 to 33. Only nurses trained at the Northampton General Hospital are eligible. SALARY, £30 to £40. Indoor and outdoor uniform are provided. Three weeks' holiday annually. One month's notice.

*** Northampton Town and County Nursing Institution,** Victoria Nurses' Home, Northampton. (Affiliated to the Q.V.J.I.N.) Accommodation for two private paying patients. LADY SUPERINTENDENT ; 1 Assistant ; 16 Private, 5 District Nurses.

Satisfactory evidence required as to character, education and health, and certificates of 3 years' training. Those desirous of being employed in maternity cases must in addition hold midwifery certificates. One month's notice given and required. RECREATION according to the requirements of patients, not less than 9 hours off duty being expected daily by the rules under which nurses are sent out ; 3 to 4 weeks' holiday in the year and occasional leave of absence or rest may be granted after cases of any length or severity. SALARIES, private nurses, £30 to £35 with 10 per cent. upon earnings and £5 allowance for uniform. Board, residence and laundry provided. Medical attention in the Institution and reasonable leave of absence allowed to nurses during sickness.

Nottingham and Nottinghamshire Private Nursing Association, 19 Regent Street, Nottingham. LADY SUPERINTENDENT ; 40 Private Nurses ; 10 Monthly Nurses.

Age, 24 to 36. Satisfactory evidence required as to character, health and physique, and certificates of not less than 3 years' training from recognised Schools of Nursing. Those desirous of being employed in maternity cases must hold midwifery certificates. After a personal interview and 1 month's trial, suitable applicants are elected by the lady superintendent and are required to sign an agreement to remain 12 months and conform to the rules of the Association. One month's notice given and required. RECREATION.—Two hours' walk daily, when the state of the patient will allow, is expected by the rules under which nurses are sent out ; 4 weeks' holiday in the year. SALARY, £34, in-

creasing £2 yearly to £40 per annum, with percentage on earnings of 5 per cent., rising by $2\frac{1}{2}$ per cent. yearly to 10 per cent. Board, lodging, laundry (when not at cases), and in- and outdoor uniform are provided. All surplus receipts of the Association are put to such uses as the members shall decide. During sickness nurses receive full salary and are cared for at the home.

*** Oldham Nursing Association**, Union Street West, Oldham. LADY SUPERINTENDENT; 17 Private Nurses; 3 District Nurses; 3 Monthly Nurses. Applications average 12, and vacancies 3 to 4 yearly.

Age, 24 to 35. Satisfactory evidence required of character, health, education and physique, and of 3 years' training in a general hospital. Those desirous of being employed in maternity cases must hold in addition monthly nursing certificates. One month's notice given and required. RECREATION.—By the rules under which they are sent out nurses should have 2 hours off duty daily; 3 weeks' holiday yearly. SALARY, £30 per annum with bonus. Board, lodging and laundry (when not at cases), and indoor and outdoor uniform provided.

Oxford.—The Acland Home, 25 Banbury Road. Telegraphic address—"Nurses," Oxford. Twenty beds in medical and surgical home for paying patients. LADY SUPERINTENDENT; 30 Private Nurses.

Age, 25 to 38. Satisfactory evidence required as to character, health and physique, and hold certificates of general training from recognised Schools of Nursing. Those desirous of being employed in maternity cases must hold midwifery or monthly nursing certificates. They are required to sign an agreement, to conform to the rules, and to give 1 month's notice before leaving the Home. RECREATION.—The lady superintendent may grant leave of absence not exceeding 48 hours, and private nurses have much free time between cases; 4 weeks' holiday in the year. SALARIES, £35, rising £1 yearly to £40 per annum, with percentage on their earnings after 2 years' service. £3 allowance is made for uniform. Board, lodging and laundry (when not at cases) provided.

After being 2 years in the Home, £2 per annum is paid to each nurse who can show that she belongs to any accredited Pension Fund for the purpose of securing sick pay or old age pension. Patients desirous of testifying appreciation of a nurse's service may contribute to the nurses' superannuation fund.

Plymouth.—South Devon and East Cornwall Hospital Nursing Institute. LADY SUPERINTENDENT; 18 Nurses.

Candidates must have had 3 years' training and must come on 3 months' trial. SALARY, £25 to £35 per annum, with 5 to 10 per cent. on earnings 1st year, 15 to 25 per cent. subsequent years. Salary begins at £30 in the case of a fully trained and experienced nurse joining from another hospital. Four weeks' holiday annually. Opportunities of working in hospital between cases. Full in- and outdoor uniform (and when awaiting case laundry, board and lodging) provided.

Portsmouth. — Royal Portsmouth, Portsea, and Gosport Hospital Private Nursing Institution. MATRON; 12 Nurses.

Age, from 28. Certificate required of three or four years' general and fever training. SALARY, £35 to £40 per annum and bonus. Laundry and indoor uniform provided. Three weeks' annual holiday. One month's notice.

Preston. — Queen Victoria Royal Infirmary Nurses' Home, Preston. Managed by the Infirmary. LADY SUPERINTENDENT; 16 Nurses; 2 Monthly Nurses.

Age, 26 to 35. Satisfactory evidence required as to character, education, health and physique, and certificate of 3 years' training. A personal interview is required and 3 months' trial. Three months' notice of leaving is required. Three weeks' holiday yearly. SALARY, £40 a year, trial period included if accepted. Indoor uniform is provided. Separate bedrooms.

Reading. — Royal Berks Hospital Private Nursing Staff. LADY SUPERINTENDENT; about 50 Nurses.

Vacancies are mostly filled up by nurses on the completion of their 3 years' training in the wards of the hospital. Nurses are required to come on trial for a month and to sign an agreement to serve for at least 1 year. 1 month's notice is required from nurses wishing to leave. RECREATION, 4 weeks' holiday in the year. SALARY, £35, rising £5 annually to £45. An annual bonus of 5 per cent. on the gross earnings is divided amongst the staff. Board, lodging, laundry (when not at cases), indoor and outdoor uniform, and all nursing appliances are provided.

A nurse shall not engage in nursing in Reading, or within three miles thereof, for which she shall receive payment directly or indirectly, for a period of 3 years from leaving the service of the hospital, under a penalty of £2 2s. for every week during which she shall be so engaged, such penalty being payable to the hospital as liquidated damages.

*** Reigate Benefit Association for Providing Nurses for the Sick.** HON. SECRETARY; number of nurses varies from 12 upwards.

Nurses are chosen by the Committee of the Association chiefly from among respectable women of the humbler class fitted for the charge of the sick and accustomed to work amongst cottagers. Personal interview and references required. Certain of the nurses receive partial training in hospitals, the fees required for the training being provided by the Association. The poor are encouraged to subscribe to the funds of the Association for the purpose of obtaining nurses in the case of sickness. The nurses are also expected to manage the household when required, and promote order and cleanliness in the family. Subscribers to the Association have the first claim on the services of the nurses. The fees charged to the patients are arranged on a scale adapted to their financial position. When day and night nursing is required, the nurse shall have some hours during the day for rest, and 1 night in 3. 2 weeks' holiday yearly. **SALARY.**—From 10s. per week. Nurses who remain on the staff for some years receive a small additional sum, but receive no percentage. Laundry, in- and outdoor uniform and necessary appliances provided. All the nurses provide their own lodgings.

Rhyl, North Wales.—Private Nursing Branch of the Royal Alexandra Hospital. LADY SUPERINTENDENT; 20 Nurses.

Three months' notice of leaving is required. **RECREATION**, 4 weeks' holiday in the year. Nurses receive $12\frac{1}{2}$ per cent. on their earnings in addition to their salary with an annual increase of £2 until it reaches £42. Indoor and outdoor uniform provided, and board when not at cases.

Ripon.—Victoria Nursing Institution, Firby Lane. LADY SUPERINTENDENT; 2 District Nurses; 10 Cottage Nurses; 2 Probationers. Applications average 15 and vacancies 2 yearly.

Age, 23 to 34. One month's trial. The cottage nurses receive one year's general training in general and maternity nursing at the Ripon Cottage Hospital and 4 months' maternity training at the Liverpool Maternity Hospital or elsewhere, and are recipients of the C.M.B. certificate. The committee provides the fees for the training of nurses. The cottage nurses are bound to serve the institution for four years from the end of their training at a low salary, by which means the fees are repaid. District nurses must be fully trained and certificated (general and C.M.B.). **RECREATION**, cottage nurses, 2 hours, district nurses, 4 hours when work permits; 4 weeks yearly district nurses; cottage

nurses, 3 weeks. One month's notice required from district nurses. **SALARY**, 1st and 2nd years, £18; 3rd year, £20; 4th year, £22. District nurses' commencing salary, £30. Laundry and in- and outdoor uniform provided. Separate bedrooms.

Rugby District Nursing Association. LADY SUPERINTENDENT; 2 District Nurses.

Candidates have to give satisfactory evidence as to character, education and health. One month's notice of leaving is required. **RECREATION**, 4 weeks' holiday in the year. **SALARY**, £80. Outdoor uniform provided.

* **St. Alban's Diocesan Institution for Trained Nurses.** Nurses' Home, Chipping Hill, Witham. Convalescent Home at Walton-on-Naze. **MATRON**; 25 Nurses; 8 Probationers.

Salford Royal Hospital Private Nursing Staff. **MATRON.**

Age, 22 to 30. Three years' certificate of general training required. **SALARY**, from £23. Indoor and outdoor uniform provided. Three weeks' annual holiday. One month's notice.

Salisbury.—Institution for Trained Nurses. LADY SUPERINTENDENT; 2 Home Sisters; 48 Nurses.

Candidates are appointed by the Committee, after selection by the lady superintendent. One year's agreement. Age, from 26. Certificate required of 3 or 4 years' general hospital training. **SALARY**, £38 to £40, or to nurses with C.M.B. Mental and Massage certificates, £40 to £45. Indoor and outdoor uniform provided. One month's annual holiday. One month's notice of leaving given and required. There is a nurses' pension fund.

Sheffield Nurses' Home, 282 Western Bank, Sheffield. Telegraphic address—"Home," Sheffield. LADY SUPERINTENDENT; 20 Private Nurses; 1 District Nurse. Nurses must be fully trained.

Shottermill.—The Three Counties' Nursing Association, Shottermill, Surrey. LADY SUPERINTENDENT; 15 Cottage Nurses, 5 being Midwives.

Age, 23 to 35. Satisfactory evidence required as to character, education and health, a certificate of at least 1 year's general training, and a C.M.B. certificate. One month's trial. **RECREATION**, 3 weeks in the year. **SALARIES**, £16 to £30. Laundry and uniform are provided.

Southport Infirmary Nursing Institute, Scarisbrick New Road, Southport. MATRON ; 11 Nurses.

Age, 26 to 36. Satisfactory evidence required of character, education, health and physique, and of training for 3 years in a general hospital. One month on trial, and if engaged they must agree to serve for 1 year. Those desirous of being employed as monthly nurses must in addition hold monthly nursing certificates. One month's notice given and required. Three weeks' holiday yearly. SALARIES.—Private Nurses, £30 increasing by £2 annually to £40. Board, lodging, laundry (when not at cases) and indoor and outdoor uniform provided.

* **Stalybridge, Cheshire.—The Sick Nursing Association.** Grosvenor Street. PRESIDENT. 2 Nurses. The district nurses receive 27s. 6d. per week. District cases, no charge, but thankoffering expected.

Stoke-on-Trent.—Staffordshire Institution for Nurses. Beds, 18. LADY SUPERINTENDENT; ASSISTANT SUPERINTENDENT. 108 Private Nurses; 10 District Nurses; 24 Monthly Nurses; 5 Midwives. Applications for the post of nurse average 20 to 30, and vacancies 10 yearly.

Age, 25 to 35. Candidates come for 3 months on trial, produce satisfactory evidence as to character, health and physique, and hold certificates of 3 years' training in a general hospital. Those desirous of being employed as maternity nurses must hold midwifery or monthly nursing certificates. None but certificated nurses are sent out to private cases. Nurses enter into an agreement to serve the institution and not to leave without giving 3 months' notice, forfeiting 3 months' salary if agreement is broken. RECREATION.—Proper rest and recreation must be guaranteed to each nurse sent out, by some responsible person connected with the patient; 4 weeks' holiday in the year. SALARY, £30 per annum, with from 17½ per cent. on earnings. Percentage increases with length of service. Board, lodging, laundry (when not at cases), indoor and outdoor uniform are provided. All the surplus earnings of the institution are devoted to the benefit of the nurses. There is a Sick Fund, nurses being cared for in illness and sent to convalescent homes when necessary. Between 50 and 60 of the nurses belong to the Royal National Pension Fund, and in its report the committee of the institution earnestly recommends that the annual bonus should be used by each nurse towards making provision for her old age.

The institution supplies district nurses upon sufficient guarantee

from a local committee, terms £45 per annum with suitable board, lodging and washing for the nurse. Any gratuitous or reduced-fee nursing is paid for out of subscription from the public for that purpose. None of the nurses' earnings are ever used for it.

Stratford - upon - Avon Nursing Home. LADY SUPERINTENDENT; 1 Home Nurse; 8 Private Nurses; 1 District Nurse.

After a personal interview (if possible), candidates must give 3 months on trial. Age, 22 to 40. Satisfactory evidence required of character, education, health and physique and of at least 3 years' training. Two members of staff must in addition have maternity training. Nurses agree to serve 1 year after the trial period. Three months' notice required. RECREATION, 3 weeks' holiday in the year. SALARY, including for trial period, £30 to £36. A bonus is given at the end of the year on every completed weeks' work over 32. Indoor and outdoor uniform provided, and board, lodging and laundry when not at eases. Two nurses share bedroom. Medical attendance and nursing provided during sickness.

Stroud District Nursing Association, Middle Street, Stroud, Gloucestershire. Telephone—54 Stroud. LADY SUPERINTENDENT; 9 Private Nurses; 1 District Nurse; 4 Midwives; 3 Cottage Nurses.

After a personal interview candidates must give 1 month on trial. They must be between 23 and 38 years of age, produce satisfactory evidence as to character, education and health and hold certificate of 3 years' training in a general hospital. Cottage nurses are trained under the district midwives. One month's notice is required, and nurses must agree not to work as nurses within 8 miles of the home after leaving. District pupils, who must be 3 years certificated nurses, are trained in midwifery and are prepared for the necessary examination of the Central Midwives' Board. RECREATION, 1 hour daily; 3 weeks' holiday in the year. SALARIES.—Private nurses, £33 to £35; 3 district midwives, £74 to £80 inclusive; 2 district nurse midwives who live in the home, £33 to £35, board, laundry and uniform provided. Federated to the Royal National Pension Fund for Nurses.

Sunderland Nursing Institute, Borough Road, Sunderland. Telegraphic address—"Nursing," Sunderland. MATRON; 30 Private Nurses, several of whom have maternity or fever training in addition to general; 1 Visiting Nurse. Average applications 24, and vacancies 6 yearly.

After a personal interview (if possible), candidates must come 2 or 3 months on trial. Age, 24 to 35. Satisfactory evidence required as to character, education and health, and of at least 3 years' training in a general hospital. Those desirous of being employed in maternity cases must hold in addition midwifery or monthly nursing certificates. One month's notice of leaving given and required. RECREATION according to the requirements of patients, *not less* than 1 hour for outdoor exercise every day being expected by the rules under which nurses are sent out; week-ends and days off as often as possible between cases to be considered as a privilege not a right; 3 weeks' holiday in the year; after 3 years 1 month. SALARY, £32, rising at matron's discretion to £40 per annum. Board, lodging, laundry and in- and outdoor uniform provided. Nurses are recommended to join the Royal National Pension Fund.

*** Swansea and South Wales Nursing Institute,** Brunswick Place, Swansea. LADY SUPERINTENDENT; 35 Private Nurses.

Candidates must come for 1 month on trial, produce satisfactory evidence of character, education, health and physique, and have received 3 years' training in a general hospital. One month's notice given and required. RECREATION.—Nurses, by the rules under which they are sent out, must have 9 hours' rest daily; 4 weeks' holiday yearly. SALARY, £35 to £40 and bonus. Board, lodging, laundry (when not at cases) and uniform provided.

*** Taunton District Nursing Association,** Canon Lodge. 2 District Nurses; 2 Maternity Nurses.

Candidates must be between 25 and 40 years of age, produce satisfactory evidence of health, and have had 3 years' hospital training. Maternity nurses must have C.M.B. diploma. SALARIES, £32 to £42.

Taunton and Somerset Hospital Private Nursing Staff. MATRON; ASSIST. MATRON; 12 Private Nurses.

After 3 years' training in the hospital nurses are employed on the private staff. SALARIES, £25 to £35 per annum.

Walsall. — Victoria Nursing Institution (Leckie Memorial Home), Lichfield Street. LADY SUPERINTENDENT; 9 Private Nurses; 5 District Nurses; 3 School Nurses; 3 Maternity Nurses. About 1 vacancy occurs annually.

Age, 26 to 36. Height from 5 ft. 3 in. Ladies if possible. Personal interview, if possible, and 1 month's trial is required. Satisfactory evi-

dence required of health, character, and education, and of at least 3 years' general training. C.M.B. certificate also desirable. One month's notice of leaving is required. RECREATION, 2 hours daily; 1 day when required; 3 weeks' holiday in the year. Laundry, board (when not at cases), and uniform is provided. SALARIES, £30, rising to £35 per annum, with 5 per cent. on infectious and mental cases. Laundry and in- and outdoor uniform provided. District and school nurses have rooms to themselves; private nurses share rooms (two in each).

West Malling.—Kent Nursing Institution for Hospital-Trained Nurses. Telegraphic address—“Kent Nurses,” West Malling. Telephone—3 Malling. There is also a branch at Jerningham House, Tunbridge Wells. Patients received at St. Luke's Avenue, Maidstone. LADY SUPERINTENDENT; 60 Nurses.

Candidates for the post of nurse must have had 3 years' hospital training. SALARY paid to nurses, £32 to £40, with full uniform. Federated to the Royal National Pension Fund.

Winchester.—Royal Hampshire County Hospital Nursing Institution. Telegraphic address—“Nursing,” Winchester. Telephone: 50. LADY SUPERINTENDENT; 25 Nurses.

Age, 25 to 36. Certificate required from a recognised general hospital training school. Nurses trained at the Royal Hants County Hospital are received in their 4th year. RECREATION.—Nurses, by the rules under which they are sent out, must have 2 hours daily for outdoor exercise and 7 consecutive hours' sleep; they have short holidays between cases if convenient and one month's holiday yearly. SALARY, £36 rising £2 yearly to £45. Board, lodging, laundry (when not at cases), and in- and outdoor uniform provided. One month's notice.

***Windsor. — H. R. H. Princess Christian's Trained Nurses' Home,** 1 and 2 Clarence Villas. Telegraphic address—“Nurses,” Windsor. Telephone—0157 Windsor. (District Nurses affiliated to the Q.V.J.I.N.) LADY SUPERINTENDENT; 20 Private Nurses; 7 District Nurses; 1 Midwife. This institution was started in 1887 by H.R.H. Princess Christian with the object of providing trained nurses free to the sick poor of Windsor and the neighbourhood.

After a personal interview and 1 month's trial, an agreement for 1 year is entered into. Age, 27 to 40. Satisfactory evidence required as to character and health, must be thoroughly trained and experienced nurses, having received 3 years' training in a general hospital. One month's notice of leaving given and required. One month's holiday

yearly allowed, and 2 nights' rest between cases of length and severity. SALARIES.—Private nurses, 1st year, £30 ; 2nd year, £35, rising £2 yearly, to £40 ; district nurses, £30 to £35. Bonus of $2\frac{1}{2}$ per cent. on earnings of £80 or 38 weeks' work. Board, lodging, laundry (when not at cases) and indoor and outdoor uniform provided.

Wolverhampton.—Queen Victoria Nursing Institution, Bath Road. Telegraphic address—"Nursing," Wolverhampton. Beds for patients, 7. LADY SUPERINTENDENT ; 1 Home Sister ; 40 Private Nurses ; 4 District Nurses ; 2 Probationers. The institution was founded as a town memorial of the Queen's Jubilee.

Age, 24 to 32. Satisfactory evidence required as to character, health and physique, and must have had not less than 3 years' training in a recognised School of Nursing. Those desiring employment as maternity nurses must hold midwifery or monthly nursing certificates. RECREATION according to the requirements of the patients, not less than 2 hours being expected by the rules under which nurses are sent out ; 3 weeks' holiday in the year. SALARIES, £30 to £35 per annum, with bonus at the end of the year in addition. Board, lodging, laundry (when not at cases), and in- and outdoor uniform are provided. Federated to the Royal National Pension Fund.

A school for training midwives has been opened. Educated women and trained nurses preferably are received. Terms on application to the matron.

Worcester City and County Nursing Institution, Holyrood House, Tything, Worcester. LADY SUPERINTENDENT ; 1 ASSISTANT MATRON ; 1 Sister ; 1 Night Nurse ; 65 District Nurses ; 34 Private Nurses.

After a personal interview and 1 month's trial, applicants are received as nurses. Age, 21 to 33. Satisfactory evidence required as to character, education, health and physique, and certificates of not less than 3 years' training. Special district training is given by the Association. Maternity nurses require midwifery certificates (C.M.B.). One month's notice of leaving is required. Four weeks' holiday in the year. SALARIES, £35 to £45. Indoor and outdoor uniform, board, lodging and laundry when not at cases are provided in the home.

Yeovil District Hospital Private Nursing Home. HOME SISTER and 9 Private Nurses.

Three years' general or maternity certificate required. SALARY, £32 to £38. Washing provided when in home and full uniform. Four weeks' holiday yearly. One month's notice.

York Home for Nurses, 37 Monkgate, York. LADY SUPERINTENDENT; 1 ASSISTANT MATRON; 68 Nurses.

Age, 22 to 35. Satisfactory evidence required as to character, education, health and physique and general training certificate. Personal interview and 1 month's trial. One month's notice of leaving is required. RECREATION.—2 hours daily is expected by the rules under which nurses are sent out; 3 weeks' holiday in the year. SALARY, £35, rising annually to £40 with bonus. Board, lodging and laundry when not at cases are provided in the home. Nurses are provided for in the home during times of sickness.

SCOTLAND.

Aberdeen District Nursing Association, Ingleboro' House, 3 Castle Hill, Aberdeen (affiliated to the Q.V.J.I.N.). HON. SECRETARY, 17 Richmond Hill Place, Aberdeen. SUPERINTENDENT; 8 Nurses.

Candidates must comply with the regulations for candidates of Queen Victoria Jubilee Nursing Institute (which see), must hold certificates of 3 years' training, and are employed subject to the usual conditions of the institute in respect to remuneration, etc.

Dumfries Branch of the Royal Scottish Nursing Institution, 14 Castle Street, Dumfries, N.B. ASSISTANT MATRON.

The Rules and Regulations are the same as those of the Royal Scottish Nursing Institution, Edinburgh (see p. 141), of which it is a branch.

Dundee Sick Poor Nursing Society, Caird Home, 41 Magdalen Yard, Dundee. (Affiliated with the Q.V.J.I.N., Scottish Branch.) LADY SUPERINTENDENT; 9 Nurses.

After a personal interview and 1 month's trial, suitable applicants are required to bind themselves to the association for 2½ years. No nurse is eligible for employment without a 3 years' certificate from a recognised Training School. RECREATION, 2 hours daily; ½ day weekly; a week-end in rotation; 4 weeks' holiday in the year. No fees are charged for the nurses' services. SALARY during 6 months' probationership £30 per annum, afterwards £35 to £40 per annum. Laundry and in- and outdoor uniform are provided. Separate bedrooms.

Edinburgh.—Queen Victoria's Jubilee Institute for Nurses, Scottish Branch. Founded in 1888. Central Office, 29 Castle Terrace, Edinburgh. Applications should be addressed to the superintendent of the Scottish branch.

Candidates for appointment as Scottish Queen's nurse must comply with the requirements and regulations of the Q.V.J.I.N. (see pages 97 and 98) as to previous hospital training. District training is given in the Scottish training home Edinburgh; the affiliated homes in Aberdeen, Dundee, Glasgow and Paisley are authorised to train for their own staffs. After 1 month's trial suitable candidates are required to sign an agreement to serve the Scottish branch of the Institute for 2 years after the completion of the district training. Nurses who are afterwards to be appointed to country districts where midwifery work will be required of them must have the C.M.B. certificate. If the Institute gives this training, the nurse is required to serve a further 6 months. SALARY, during training, £25, afterwards £35, with board, lodging, uniform and laundry. There is a home for the nurses for rest and convalescence; also small sick and pension funds.

For a list of places in Scotland where Queen's District Nurses are employed, see pages 105 to 107.

Edinburgh.—Royal Scottish Nursing Institution, 19 Drumsheugh Gardens (formerly 69 Queen Street). Telegraphic address—"Matron," Edinburgh. LADY SUPERINTENDENT; Home Sister; 100 Private Nurses about 20 of whom reside in the branch establishment at Dumfries, where there is an Assistant Matron.

Candidates must not be under 25 years of age and must have a 3 years' certificate from a recognised training school. One month's notice given and required. One month's holiday in the year. SALARY, £35, rising £1 yearly to £40. Board, lodging, laundry and indoor and outdoor uniform provided.

The Royal Scottish Nursing Home for private patients is under the same management with a Matron in charge and Institution nurses are employed.

Glasgow.—Higginbotham Sick Poor Nursing Association, 218 Bath Street. (Affiliated to Q.V.J.I.N., Scottish Branch.) LADY SUPERINTENDENT; 2 DISTRICT SUPERINTENDENTS; 29 District Nurses; 6 Private Nurses.

Age, 25 to 35. Personal interview and 1 month's trial. Satisfactory evidence required as to character, education, health and physique, and must hold certificates of 3 years' training from a general hospital

or recognised Poor Law infirmary training school. Those desirous of being employed in maternity work must, in addition, hold midwifery or monthly nursing certificates. One month's notice is required before leaving the service of the Association. RECREATION, 8 hours' rest out of the sick room; a short walk daily, and time to attend church once on Sunday, whenever possible, is expected by the rules under which private nurses are sent out. Private nurses, 3 weeks' holiday; district nurses 4 weeks. SALARY.—£30 to £35. Board, lodging and laundry are provided. Indoor and outdoor uniform is provided for district nurses; indoor uniform for private nurses and probationers. There is a Benefit Fund to assist nurses during sickness. Assistance is given towards pension to those nurses who join the Royal National Pension Fund for Nurses under the conditions arranged by the Directors.

Glasgow.—McAlpine Home for Nurses.

Candidates must be over 23, and only those trained in the McAlpine Home are eligible. SALARY, £30 with 10 per cent. on earnings. Indoor uniform provided. Three months' notice required. One month's holiday. The Nurses nurse in the Home between their cases or are sent to the country convalescent home if they are run down.

Paisley.—Royal Alexandra Infirmary, Barbour Park, Private Nursing Staff.

Candidates must be between 25 and 35 years of age. Only nurses holding 3 years' certificate of general training at the Royal Alexandra Infirmary, Paisley, are eligible. SALARIES, £24 to £40 with 10s. 6d. a week extra when nursing mental, maternity or infectious cases. Indoor and outdoor uniform provided. One calendar month's holiday and at least 24 hours between cases. One month's notice.

IRELAND.

Belfast. — The Incorporated Belfast Nurses' Home, Frederick Street. LADY SUPERINTENDENT; 80 Private Nurses.

This home was founded in 1871 to provide qualified nurses suitable for the Royal Victoria Hospital, Belfast, and for private nursing. Candidates must have certificate of three years' general training, massage and C.M.B. One months' notice. SALARIES to nurses on permanent private staff, £30 per annum, with 10 per cent. bonus on their earnings, or nurses can receive their own fees if preferred. Separate bedrooms.

Three weeks' holiday annually. There is a small superannuation fund and a bonus is given to nurses who have joined the Royal National Pension Fund.

Belfast.—Society for Providing Nurses for the Sick Poor, 3 College Square North. MATRON; 9 Nurses.

Satisfactory evidence required as to character, health and physique, and a certificate of 3 years' training from a recognised school of nurses. Midwifery or monthly nursing certificates are also desirable. After a personal interview with the Nursing Council suitable candidates are elected by Nursing Council and matron. Three weeks' holiday in the year and a day each month. SALARY—Nurses residing in the Home, £30 to £36 with laundry; nurses residing in district, £60 rising to £66. Indoor and outdoor uniform is provided. One month's notice required. The society is federated to the Royal National Pension Fund, and has a superannuation fund of its own for a few nurses too old to join this fund.

Cork.—County and City of Cork Lying-in Hospital Private Nursing Staff.

Candidates must not be less than 25 years of age and must hold midwifery certificate. SALARY, half fees earned. Board and lodging provided when not at cases. Two weeks' holiday yearly. One month's notice.

Cork.—North Charitable Infirmary Private Staff.

For Nurses trained at this Infirmary. SALARY, £30. One month's holiday yearly. One month's notice required.

Cork.—South Charitable Infirmary Private Staff.

Candidates must be not less than 24 years of age and hold a 3 years' training certificate. SALARY, £25 annually. Board, lodging and laundry provided and hospital treatment when ill. One month's holiday yearly. One month's notice.

* **Cork.—Victoria Hospital for Women and Children Private Nursing Branch.** Telegraphic address—"Nursing," Cork. LADY SUPERINTENDENT; 18 Private Nurses; 8 Midwives.

SALARY, £30 a year, and 10s. 6d. per week extra for mental, infectious and maternity cases. One month's notice is required. Six weeks' holiday in the year.

Cork.—Miss Woodroffe's Nursing Institution and Nurses' Home. 1 Summer Hill, Wellington Road. Established 1871. LADY SUPERINTENDENT; 12 Private Nurses; 10 Monthly Nurses.

Age, 25 to 35. Candidates must be Protestants. Personal interview, if possible, and 1 month's trial. Satisfactory evidence required of character, education, health and physique and of at least 3 years' training. Massage and midwifery an advantage. One month's notice. RECREATION, 2 hours daily; 1 day in two months; 4 to 8 weeks yearly. SALARY, nurses receive all they earn, less expenses. Resident nurses pay £2 12s. 6d. per quarter towards establishment, and 1s. 6d. per day when in the institution for their board. Laundry but not uniform provided. Non-resident nurses pay a commission fee of £1 6s. 3d. per quarter.

* **Dublin.—Adelaide Hospital Private Nursing Staff.**

Dublin.—City of Dublin Nursing Institution Limited), 27 Upper Baggot Street. (Incorporated as limited, 7th February, 1884.) Telegraphic address—"Nursing," Dublin. Telephone: 1841 Dublin. LADY MANAGER; 104 Nurses and Probationers.

Private nurses are received on the staff after training by the institution. RECREATION according to the requirements of patients, not less than 2 hours off duty being required by the rules under which nurses are sent out by the institution; 5 weeks' holiday in the year. Board, lodging, laundry and indoor uniform provided. SALARY, from £22 per annum, rising by £2 at the end of every 2nd year to £40. Nurses attending private cases receive in addition 2s. 6d. out of each full weekly fee charged for ordinary cases and 5s. for mental and fever cases, and an allowance for massage of 2s. 6d. per visit up to 10s. a week. A bonus is granted when funds permit out of annual profits of about 1s. 6d. for each week's work. Awards are made annually to those who have served the institution for upwards of 10 years, and during sickness or disablement all are granted full pay for a period of time to be decided by the Board in each case. A pension for life is granted if incapacitated or disabled after long service in the institution.

* **Dublin.—House of Industry Hospital Private Nursing Staff.**

Dublin.—Dr. Steeven's Hospital Private Nursing Department. SUPERINTENDENT.

Candidates must be not less than 23 and have received 3 years' training. SALARY including commission £25 to £40. Uniform, board, lodging and laundry provided. One month's holiday annually. One month's notice.

Dublin.—Mater Misericordiæ Hospital Private Nursing Staff. LADY SUPERIOR; 30 Nurses.

Only nurses trained in the hospital employed. Four weeks' holiday yearly. SALARY, £16 and percentage on earnings. Outdoor uniform provided.

*** Dublin.—National Maternity Hospital Private Nursing Staff.**

Dublin.—Queen Victoria's Jubilee Institute for Nurses, Irish Branch. Office—12 Upper Pembroke Street. SUPERINTENDENT; 2 INSPECTORS. TRAINING HOMES.—*St. Patrick's*, 101 Stephen's Green, Dublin; Lady Superintendent. *St. Lawrence's*, 34 Rutland Square, Dublin; Lady Superintendent. The former home trains candidates of the Protestant denominations; the latter those of the Roman Catholic Church. Vacancies, 20 yearly between the two homes.

Nurses.—The regulations for the Irish branch are identical with those for England and Wales (see pages 97 and 98). On the completion of their district training the nurses are passed on to other places throughout Ireland, wherever the local committees are willing to comply with the conditions of affiliation imposed by the "Queen's Institute".

For a list of places in Ireland where Queen's Nurses are employed, see pages 107 and 108.

Dublin Red Cross Nursing Sisters' House and Training School for Nurses (1884), 87 Harcourt Street, Dublin. LADY SUPERINTENDENT.

The training of nurses in this institution is carried on at the National Children's Hospital, Dublin, and the General Hospital, Birmingham, where the nurses complete their full term of training. Nurses may be sent out in charge of private cases at the end of the period of 3 years' training.

*** Dublin.—Royal City of Dublin Hospital Private Nursing Staff.**

*** Dublin.—Rotunda Hospital Private Nursing Staff.**

Dublin.—St. Patrick's Nurses' Home, 101 St. Stephen's Green. LADY SUPERINTENDENT; ASST. SUPERINTENDENT; 7 Staff Nurses; 4 Candidates.

This institution for supplying trained nurses to the sick poor in their own homes was founded in 1876 upon the lines of the National and Metropolitan Nursing Association, Bloomsbury, and affiliated to Q.V.J.I.N. in 1890. Vacancies average 8 yearly for Queen's Candidates who are trained in district nursing for posts in England and Ireland. Paying probationers also become Queen's Nurses after 6 months' satisfactory training, but enter into no agreement with the institute. Candidates should be between 25 and 35 years of age, and must hold a certificate of at least 3 years' training from a recognised general hospital, and produce satisfactory evidence as to character, health and physique. Candidates are required to pass examinations on courses of lectures given by doctors of eminence in each of the following subjects: hygiene, foods, fevers and gynæcology. RECREATION, 4 to 6 weeks in the year. No charge is made for nurses' services. SALARIES.—Staff nurses, £35 per annum, increasing to £40 after 5 years' service in addition to board, lodging, uniform and laundry. Each nurse has a separate bedroom and the use of a common sitting-room.

Dublin.—Sir Patrick Dun's Hospital Private Nursing Staff. 30 Private Nurses.

For nurses trained at this hospital. SALARY, £20, rising to £30; uniform provided, and 5s. weekly when out. One month's holiday yearly. One month's notice required.

*** Limerick. — Barrington's Hospital Private Nursing Staff.**

*** Omagh. — Tyrone County Hospital Private Nursing Staff.**

Waterford County and City Infirmary Private Nursing Staff.

Candidates should be from 24 to 40 years of age and must hold a 3 years' training certificate from the Waterford Infirmary. SALARY, £20 to £30. Board, lodging, outdoor uniform, medical attendance and sick leave provided. One month's holiday annually. One month's notice.

IV. BRITISH NURSING INSTITUTIONS IN EUROPE AND THE COLONIES.

NOTE.—In addition to the employment to be found with the institutions in the following list, English nurses are working on their own account in various places abroad. Trained nurses should read what is written in this connection in Chapter II, pp. 14 and 29.

Books for Tropical and Infectious Nursing.

Guide to Sick Nursing in the Tropics. By ANDREW DUNCAN, M.D., F.R.C.S. Size, $7\frac{1}{2}$ in. by 5 in. Cloth, **2s. 6d.** net; **2s. 9d.** post free.

Practical Guide to Cookery in West Africa and the Tropics. By SISTER COCKBURN. Size, $7\frac{1}{2}$ in. by 5 in. Cloth, **3s.** net; **3s. 3d.** post free.

Hints to Nurses on Tropical Fevers. By SISTER S. POLLARD. Based on the author's personal experience abroad. Size, $7\frac{1}{2}$ in. by 5 in. Cloth, **1s. 6d.** net; **1s. 8d.** post free.

Lectures on the Nursing of Infectious Diseases. By F. J. WOOLACOTT, M.D. Second Edition. Revised and Enlarged. Size, $7\frac{1}{2}$ in. by 5 in. Cloth, **2s. 6d.** net; **2s. 9d.** post free.

Fevers and Infectious Diseases. By W. HARDING, M.D. Size, $6\frac{1}{2}$ in. by 4 in. Cloth, **1s.** post free.

Essentials of Fever Nursing. By LYTTON MAITLAND, M.D. (Lond.), M.B., B.S., D.P.H. (Camb.). Size, $5\frac{1}{2}$ in. by $5\frac{3}{4}$ in. Bound in limp cloth, **1s.** net; **1s. 1d.** post free.

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BRITISH NURSING INSTITUTIONS IN EUROPE AND THE COLONIES.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

AUSTRALASIA.

Adelaide.—District Trained Nursing Society of South Australia (1894), 48 Old Exchange Buildings, Pine Street. LADY SUPT. and SECRETARY; 18 Nurses. Average vacancies 4 yearly.

Candidates must come on six months' trial before appointment is confirmed. Satisfactory evidence required as to character, education, health, and certificate of approved training school (3 years' general training), massage and midwifery certificates not needed. Average height, 5 ft. 4 in. Candidates must be able to cycle or drive. Average day's work, 8 hours. Four days off monthly as a rule, and 3 weeks 1st year, 4 weeks 2nd. SALARY, £90 to £100. No laundry, but full outdoor and indoor uniform provided. One month's notice. A certain amount of sick leave pay allowed.

* **Auckland Directory for Nurses, Auckland, New Zealand.** (Under the control of a committee of the Auckland Branch of the New Zealand Medical Association.)

Upon the recommendation of 2 duly qualified practitioners and the possession of qualifications and testimonials deemed sufficient by the Managing Committee, private nurses may enter in the Directory their names, addresses, the fees they charge for the branch of nursing they desire to follow, on payment of a small registration fee yearly, in return for which facilities are afforded them in obtaining employment. Nurses who thus register their names are not required to make engagements *only* through the Directory; they are expected to accept employment offered in other ways, the Directory being an additional aid. The committee exercises a strict supervision over the conduct and efficiency of registered nurses, and for what it deems good cause may remove the name of a nurse from the Directory.

* **Melbourne Nurses' Home**, 6 Parliament Place, East Melbourne, Victoria. LADY SUPERINTENDENT; 50 Resident Nurses; 9 Nurses on outdoor staff.

Nurses resident in the home pay £1 1s. a month, and when in residence 15s. a week for board. The outdoor staff pay 5 per cent. on all work obtained through the home. FEES CHARGED.—Ordinary cases, £2 2s.; infectious and maternity cases, £2 12s. 6d.; mental, £3 3s. a week; or ordinary cases, 10s. 6d.; and infectious, 15s. a day or night.

Melbourne.—Royal Victorian Trained Nurses' Association.—SECRETARY, 59 Swanston Street, Melbourne. *Objects.*—To establish a system of registration for trained nurses, to promote the interests of trained nurses—male and female—in all matters affecting their work, to establish a uniform system of training and examination, to afford opportunities for discussing subjects bearing on the work of nursing, and to afford to nurses a means of providing for sickness, accident, age or other necessitous circumstances.

* **Melbourne Trained Nurses' Home**, 384-386 Albert Street, E. Melbourne. LADY SUPERINTENDENT; 45 to 50 Nurses. *Terms.*—Ordinary cases, £2 2s.; infectious, £3 3s.; mental and massage, £3 per week; maternity, £10 10s. per month. SALARIES.—Nurses take their own fees. Only certificated nurses employed.

Sydney.—The Australasian Trained Nurses' Association.—HON. SECRETARIES, Equitable Buildings, George Street, Sydney. For the registration of fully trained nurses in all the States.

CANADA.

Calgary, Alberta.—Scottish Nursing Home and Association, 2410 Fifth Street West, Calgary, Alberta. Application to the LADY SUPERINTENDENT at the Home.

* **Ontario.—Victorian Order of Nurses for Canada (1897).** Headquarters, 578 Somerset Street, Ottawa, with branches in every Province except Prince Edward Island. LADY

SUPERINTENDENT; 81 Graduate Nurses. *Terms*.—Infectious, maternity and general cases, 5 cents to \$1 per visit; massage, 50 cents to \$1 per treatment. *SALARIES*.—Not less than \$300 per year, with board, lodging, laundry and uniform. The Lady Minto Cottage Hospital Fund in connection with the Order is for making grants to and establishing cottage hospitals in the sparsely populated districts. Fifteen hospitals are now affiliated to the Order.

CEYLON.

* **Ceylon Nurses' Association (1895).** LADY SUPT.; 10 Nurses. *Terms*.—To subscribers, Rs. 30 per week. To non-subscribers, Rs. 50 per week. Beds for private patients. *Terms* for subscribers Rs. 60 per week; non-subscribers, Rs. 75 per week. Affiliated to the Colonial Nursing Association, London.

FRANCE.

Biarritz.—King Edward VII. Nursing Home, Rue des Mantiers. (For particulars apply to Guy's Hospital, London.)

Hyères Nursing Institution, 60 Avenue Gambetta, Hyères, S. France. LADY SUPERINTENDENT; 9 Nurses.

Personal interview. Only fully trained nurses are employed with general nursing certificate. C.M.B. Certificate an advantage. Good education. Speaking French if possible. Season from November to May. *SALARIES*, £3 monthly and travelling expenses. Laundry provided.

Mentone Nursing Institution, 19 Rue St. Michael, Mentone. LADY SUPERINTENDENT; 12 Nurses. Applications average 160 and vacancies 6 yearly.

Personal interview. Age, 27 to 35. Satisfactory evidence required as to character, education, health and three or four years general training; also midwifery certificate; must be recommended either by a matron, or by a nurse personally known to the superintendent. *SALARY*, £3 to £5 monthly. Laundry and uniform (outdoor and indoor) provided. Nurses are engaged for the season.

Nice.—Queen Victoria Memorial Hospital, Mont Boron, Nice. MATRON; SUPERINTENDENT; 25 Nurses. Applications average 70 and vacancies 25 yearly.

Personal interview when possible. Satisfactory evidence required as to education, social standing of lady, and certificate of three years' general training. Knowledge of French a great advantage. RECREATION, 2 to 4 hours daily; one day a month or more when convenient. SALARY, £30 with £10 travelling expenses, and 10 per cent. on all earnings. Laundry provided. Nurses are engaged for the season.

Paris.—Association pour le Developpement de l'assistance au Malades, 10 Rue Amyot (sometimes employs English nurses).

Paris.—Association of English Trained Nurses, 25 Rue d'Amsterdam.

Paris.—Nursing Home, Devonshire House, 46 Rue Pergolèse.

Paris.—Nursing Home, 190 Boulevard Haussman.

INDIA.

See Chapter II, pp. 27-29.

ITALY.

Bordighera.—English Nurses' Institute.

Florence.—Association of Trained Nurses and Masseuses (1897), 7 Via Rondinelli. LADY SUPERINTENDENT; SECRETARY; 6 English Resident Nurses (medical, surgical, infectious and monthly). FEES.—Frs. 10 to 15 per day. Nurses take their own earnings, less the Registration Fee of frs. 10 and 7 per cent. commission on all cases and frs. 2 a day Home fee when earning. Board in the Home is frs. 5 per day, paid by the nurse when not on a case. Agreement, October 1 to June 30. Applications should be made from April 1 to June 15.

Milan.—Scuola Infermiera Principessa Jolanda, 4 Via Sassi.

Rome.—Incorporated Anglo-American Nursing Home (1900), 265 Via Nomentana. Registered offices, 32 Saekville Street, W. DIRECTRESS; 19 Nurses. Beds, 10 (2 being free). (An infectious block capable of taking 8 cases has been built.) Nurses are sent out to private cases.

Nurses are engaged in London by the matron in August. SALARY, £3 a month and travelling expenses with 10 per cent. commission on maternity cases. Nurses must have had 3 years' training, and preference is given to nurses with massage and maternity certificates and with an experience of private nursing. FEES.—Lires 10 a day for ordinary cases; infectious, 12 per day; mental, 12.50 per day; massage, 7 per treatment.

Rome. — Scuola Convitto Regina Elena.

MATRON; Assist. Matron; Sisters.

This is a training school on "Florence Nightingale lines" for Italian probationers. The training staff is English and English trained. The probationers, staff nurses, doctors and patients, are all Italian. Sisters are first appointed on probation, and work under the English ward sister. If found suitable they are promoted to be ward sisters. SALARY, on probation 70 fes. per month; sister 85 frs.; after 2 years 100 frs. Travelling expenses to Rome paid. After 2 years' work the salary for the return journey is paid. Allowance for uniform 125 frs. yearly. Engagement is for 2 years, subject to one month's notice on either side.

San Remo. — Institute for Trained English Nurses (1893), Via Galileo Galilei. LADY SUPERINTENDENT.

MEDITERRANEAN.

Malta. — The Blue Sisters Home, Sliema. FEES earned, about 4s. a day.

PORTUGAL.

Lisbon. — Lisbon Nursing Association, 7 Via de Arriaga.

Oporto. — Oporto Nursing Association, see R. Atkinson, Esq., Reca Fresea, 2 Leea da Palmeira. SALARY, £60 a year and £5 for indoor uniform. Board and lodging provided.

SOUTH AFRICA.

*** Cape Town. — Victoria Nurses' Institute (1897), Cape Colony. Beds, 37. LADY SUPERINTENDENT; Nurses, 38 to 40; 2 District Nurses.**

* **Johannesburg, Transvaal. — Nurses' Co-operative Society,** The Gables, 72 Jeppe Street. LADY SUPERINTENDENT ; 72 Nurses.

Candidates must have had 3 years' training, and must also have done some private nursing. FEES.—Ordinary cases, £5 5s. a week ; massage £1 1s. per hour.

Kimberley, Cape Colony.—Nurses' Co-operation. Application to South African Colonisation Society, 23 Army and Navy Mansions, Victoria Street, S.W.

Salisbury, Rhodesia. — Maternity and Children's Nursing Home. LADY SUPERINTENDENT ; 6 Nurses. Application to South African Colonisation Society, 23 Army and Navy Mansions, Victoria Street, London, S.W.

SPAIN.

Algeciras.—London and Scottish Association of Nurses.

Madrid.—British Nursing Association. Calle Ayala 15.

Madrid.—Madrid Nursing Association, Castellana 15.

SWITZERLAND.

Davos Platz.—British Nurses' Home. Visiting nurses are sent out by this home at varying fees.

Montreux and Clarens.—The English Nurses' Institute, c/o Mrs. Bell, Clarens, Switzerland.

EGYPT.

Cairo.—Anglo-American Hospital and Nursing Home, Ghezireh, Cairo. FEES.—12s. to £1 a day for private nurses ; £12 a month for nurses in hospital.

SOUDAN.

Khartum.—The Soudan Nursing Fund, Khartum.

V. SOME COTTAGE AND OTHER HOSPITALS AND INSTITUTIONS IN THE UNITED KINGDOM WHERE NURSES ARE EM- PLOYED.

(For complete list see *Burdett's Hospitals and Charities*).

The Editor has selected the information which follows to afford each reader a good idea of the field of work open to members of the nursing profession, who, on completing their training, may not desire to act as Private Nurses, or in any of the other special classes given in this book and who may not be eligible for staff appointments in their Training School or in other large hospitals, a complete list of which is given in "How to Become a Nurse".

The Mental Nurse's Library.

Model Answers to Questions set by the Medico-Psychological Association. By HECTOR MACPHAIL. Size, $7\frac{1}{2}$ in. by 5 in. Cloth, **2s.** net; **2s. 3d.** post free.

Care and Nursing of the Insane. By P. J. BAILY, M.D. Size, $7\frac{1}{2}$ in. by 5 in. Illustrated. Cloth, **2s. 6d.** net; **2s. 9d.** post free.

Mental Nursing. By W. HARDING, M.D., Medical Superintendent, Berrywood Asylum. Size, $6\frac{1}{2}$ by 4 in. Cloth, **1s.** post free.

Outlines of Insanity. A Popular Treatise on the Salient Features of Insanity. By FRANCIS H. WALMSLEY, M.D. Size, $8\frac{1}{2}$ in. by $5\frac{1}{2}$ in. **1s. 6d.** post free.

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SOME COTTAGE AND OTHER HOSPITALS AND INSTITUTIONS IN THE UNITED KINGDOM WHERE NURSES ARE EMPLOYED.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

LONDON.

City of London Hospital for Diseases of Chest,

Victoria Park, E. Beds, 176. MATRON; 6 Sisters; 10 Staff Nurses.

Sisters and staff nurses must hold a certificate from a recognised training school. Separate bedrooms. One month's notice of leaving required.

Hospital for Incurable Children,

Northcourt, College Crescent, Hampstead, N.W. Beds, 56. MATRON; 3 Sisters; 6 Nurses. Candidates are received after 1 month's trial. Age, 19 to 30. They must be well educated, strong and healthy, and must be prepared, if found satisfactory, to enter into an agreement to remain in the service of the hospital for one year from date of admission. RECREATION, 2 hours daily; $\frac{1}{2}$ day weekly; a day and a half once in six weeks; 2 weeks first year, 3 weeks second year. SALARY, including 1 month's trial, £10 to £11; sisters, £30 to £35. Board, washing, medical attendance, medicine and indoor uniform provided. Senior nurses have separate bedrooms. One month's notice of leaving required.

*** London Fever Hospital,**

Liverpool Road, Islington, N. Beds, 189. MATRON; 5 Sisters; 14 to 30 nurses.

St. Mark's Hospital for Cancer, Fistula and other Diseases of the Rectum, City Road, E.C. Beds, 50. MATRON; 4 Sisters; 6 Nurses; 6 Probationers.

Personal interview before engagement if possible. Age, 20. RECREATION, 2 hours daily; 3 weeks yearly. SALARY, £12. Laundry and uniform provided. Separate bedrooms.

PROVINCIAL.

*** Atkinson Morley's Convalescent Hospital,** Copse Hill, Wimbledon, Surrey. Beds, 100. Hon. Medical Officer; MATRON; 2 Sisters; 7 Assistant Nurses. The hospital is for the benefit of convalescent patients from St. George's Hospital, S.W.

Age, 25 to 30. Satisfactory evidence required as to character, health and physique, and of having received 3 years' training in a general hospital. RECREATION, 2 half-days weekly; 1 day monthly; 2 weeks' holiday in the year. SALARIES.—Sisters, £30 to £34; assistant nurses, £20 to £23 per annum. Laundry and indoor uniform are provided.

Bingley Cottage Hospital, Yorks. Beds, 22. MATRON; 2 Trained Nurses; 1 Probationer.

Nurses are engaged after personal interview if possible and 1 month's trial. Age, 20 to 23. Height, from 5 ft. 3 in. Good character, education, health and position. RECREATION, 2 hours daily; 1 day monthly; 3 weeks yearly. SALARY, £10 to £30, including trial month if suitable. Laundry and indoor uniform provided. Separate bedrooms. One month's notice of leaving required.

Birkenhead. — Fever Hospital, Tollemache Road. Beds, 56; Cots 12. MATRON; 17 Nurses. Applications average 20 and vacancies 3 yearly.

Age, 24 to 34. Height from 5 ft. 4 in. Satisfactory evidence required as to character, health and physique, and certificates of 2 or 3 years' training from recognised Schools of Nursing. After a personal interview and 1 month's trial, suitable applicants are appointed by the matron, subject to the approval of the medical superintendent. One month's notice required to terminate engagement. RECREATION, 2 hours daily; half-day weekly; 3 weeks' holiday in the year (sisters, 4 weeks). SALARIES, £30 to £40 and £50 per annum. Laundry and indoor uniform are provided. Separate bedrooms.

Blandford Cottage Hospital (Dorset). Beds, 13; Cots, 2. MATRON; 2 Nurses; 1 Probationer.

Bradford.—St. Catherine's Home for Cancer and Incurables, St. Mary's Road, Beds, 30. LADY SUPER-INTENDENT; 1 Sister; 1 Assistant Nurse; 5 Probationers.

Candidates must be between 20 and 25 years of age, must produce satisfactory evidence as to character, health and physique, and certificates of not less than 2 years training from a general hospital. Probationers, if found suitable after 1 month's trial, are taken for 3 years; age 20. RECREATION, 2 hours daily; every third Sunday; $\frac{1}{2}$ day every fortnight; 3 weeks' holiday in a year. SALARY, Nurses, £20 per annum, increasing to £25. Laundry and indoor uniform are provided.

Bristol.—Orthopædic Hospital and Home for Crippled Children, Grove Road, Redland. Beds, 35. LADY SUPERINTENDENT; 1 Sister; 1 Staff Nurse; 3 Probationers. Average applications 12 yearly, vacancies 3.

Candidates aged 18 to 25 are engaged, if suitable, after 1 month's trial. RECREATION, $2\frac{1}{2}$ hours daily; once monthly from 3 P.M. one day, to 10 P.M. following day; 2 weeks yearly. SALARY, 1st year, *nil*; 2nd year, £10. Laundry and indoor and outdoor uniform provided. Separate bedrooms. Doctors and nursing provided when ill. One month's notice.

Cromer. — Fletcher Convalescent Home. Beds, 26. MATRON; 1 Assist. Nurse.

Patients of both sexes and all ages from 3 years upwards, both medical and surgical, are admitted from the Norfolk and Norwich Hospital, and cases such as open wounds, etc., which are not usually taken at Convalescent Homes. RECREATION, 2 hours daily; 6 weeks' holiday in a year. SALARIES, commencing £25. Laundry provided. A policy is taken out in the R.N.P.F. for £3 15s. for the nurse's benefit provided she takes out one for a similar amount. One month's notice. Home closed for 2 months in winter.

Dorking Cottage Hospital. Beds, 17; Cots, 3. MATRON; 1 Nurse; 2 Probationers.

Dover Fever Hospital, Noah's Ark Road, Tower Hamlets, Dover. Beds, 60. MATRON; 2 Charge Nurses; 6 Nurses.

RECREATION, 2 hours daily; 4 hours weekly; 1 day monthly; 3 hours morning and evening alternate Sundays; 3 weeks yearly. SALARY, £25 to £28. Laundry and separate bedroom provided.

Dovercourt, Essex.—Borough of Harwich Infectious Hospital. Beds, 16. MATRON; 2 Nurses. When extra nurses are required they are obtained from Nursing Homes in the county.

RECREATION.—2 hours daily ; 2 weeks' holiday in a year, and 1 day a month. SALARIES, £40 and £30 per annum ; extra nurses, £1 5s. to £2 2s. per week. Laundry is provided ; indoor and outdoor uniform are not provided. Separate bedrooms.

Faringdon, Berks.—The Cottage Hospital. Beds, 10. MATRON ; 1 Assistant Nurse. There is a vacancy about once in 2 years.

Personal interview, if possible, and 1 month's trial. Age 24 to 30. Satisfactory evidence required as to character, education, health and physique. RECREATION, 2 hours daily ; occasional $\frac{1}{2}$ day ; 1 day monthly ; 3 weeks' holiday yearly. SALARY, £20 and laundry. Preference given to nurses with 12 months' surgical experience.

Faversham Cottage Hospital, Kent. Beds, 10 ; cots, 2. MATRON ; 1 Staff Nurse ; 2 Probationers. One month's trial. One month's notice. Laundry provided. Separate bedrooms.

Fleetwood Cottage Hospital, Lancs. Beds, 25 ; Cots, 4. MATRON ; 1 Staff Nurse ; 2 Probationers.

The staff nurse, who must be a 3 years' certificated nurse, receives £30 salary ; no uniform ; 3 weeks' holiday ; 1 month's notice required. Salary of Matron, £50 ; no uniform ; 3 weeks' holiday. The two probationers receive uniform and £10 to £12 yearly ; 2 weeks' holiday.

* **Frodsham.—Liverpool Sanatorium for Consumption.** Beds, 40. MATRON ; Sister ; 2 Nurses ; 2 Assistants.

Godalming, Surrey.—Meath Home of Comfort for Epileptics. Beds, 80, and 26 at the Meath Cottages, Hayling Island. LADY SUPERINTENDENT ; Assistant Matron ; 2 Trained Nurses ; 2 Night Nurses ; 6 Instructresses for Industrial Department. A vacancy for a nurse occurs only occasionally.

Candidates should be between 20 and 36 years of age, must produce satisfactory evidence as to character, education, health and physique. A personal interview is required and a trial. RECREATION, 2 hours daily ; half-day weekly ; 4 weeks' holiday in a year. SALARY, according to qualifications ; trained hospital nurses, £30, rising ; instructresses from £18 to £28 a year. Laundry and indoor uniform are provided. Good preparatory experience for probationers intending to enter the Nursing Profession. Nursing lectures are given.

Goole Cottage Hospital (Yorks.). Beds, 16. MATRON; 2 Nurses. New hospital with extensive out-patient department opened in 1912.

Hinckley Cottage Hospital. Beds, 14. MATRON; 2 Assistant Nurses; 1 District Nurse.

One month's trial. One month's notice. SALARY, district nurse £40; assistant nurses £19 and £22 respectively.

Holt, Norfolk.—Kelling Sanatorium for Consumption. Beds, 72. MATRON; ASSISTANT MATRON; 2 Charge Nurses; 3 Assistant Nurses. Average number of vacancies 1 or 2 yearly.

One month's trial. One month's notice. Charge nurses must hold certificate from a hospital with a recognised training school. RECREATION, at least 2 hours daily; 2 long afternoons weekly; 1 day monthly; 3 weeks yearly. SALARY, from £15. Laundry and part indoor uniform provided. Separate bedrooms.

Liverpool Convalescent Institution, Wootton, near Liverpool. Beds, 180. LADY SUPERINTENDENT; ASSISTANT LADY SUPERINTENDENT; 1 Sister; 2 Probationers.

Age for probationers, 20. Satisfactory evidence required from candidates for all posts as to character, health and physique, and the Assistant Lady Superintendent and the Sister must hold certificates of 3 years' training in a general hospital. Probationers going on for general training gain experience in preliminary work. RECREATION, one half-day weekly; 3 weeks' holiday in a year is officially stated, but nurses generally get a month. SALARY, Assistant Lady Superintendent £50; Sister £36; Probationers £10 to £12 per annum. Indoor uniform is expected to be worn, and is partly provided. Nurses are encouraged to join the Royal National Pension Fund.

Llandudno.—Urban District Council Hospital. Beds, 40; 10 beds in Smallpox Hospital. MATRON; 4 Trained Nurses.

RECREATION, 2 to 3 hours daily; 3 weeks yearly. SALARY, £30 Laundry and indoor uniform provided. Separate bedrooms.

Maidstone.—Kent County Ophthalmic Hospital. Beds, 40. LADY SUPERINTENDENT; 3 Nurses; 1 Probationer.

Manchester.—Barnes Convalescent Hospital, Cheadle, near Manchester. Beds, 136. MATRON; 2 Sisters; 9 Nurses

on the staff of the Royal Infirmary, Manchester, who are changed every 6 months.

Mexborough (Yorks) Montague Hospital (for Accidents and Surgical Work only). Beds, 31.

MATRON; 1 Housekeeper; 2 Staff Nurses; 3 Assistant Nurses.

RECREATION, 2 hours daily; 1 day monthly; 2 weeks' yearly. SALARY, £20 to £25 and £3 for indoor uniform. Laundry provided.

New Brighton, Cheshire. — Convalescent Home for Women and Children. Beds, 95; cots, 5.

LADY SUPERINTENDENT; ASSISTANT LADY SUPERINTENDENT; 1 Nurse; 2 Probationers.

Norwich.—Norfolk and Norwich Eye Infirmary, Pottergate Street. Beds, 20. LADY SUPERINTENDENT; 1 Certified Nurse.

Romford.—Victoria Cottage Hospital. Beds, 14.

MATRON; 2 Staff Nurses; 1 Probationer of not less than 20 years of age. Night nurse when required is engaged from outside. Laundry and uniform provided. RECREATION, 2 hours daily; 1 day monthly; week end occasionally. SALARY, staff nurses £30. The probationer receives a small salary.

St. Leonards-on-Sea. — Convalescent Home for Poor Children, West Hill Road. Beds, 75. LADY SUPERINTENDENT; 1 Sister; 1 Staff Nurse; 5 Probationers.

Nurse candidates require no special qualifications, but must produce satisfactory evidence as to character, education, health and physique, and must be gentlewomen. They are instructed in such nursing as a convalescent home affords. RECREATION varies from day to day; $\frac{1}{2}$ day weekly; 5 weeks' holiday in a year. SALARIES 1st year £5; 2nd £10; 3rd £15. Laundry, part indoor and outdoor uniform are provided.

Wolverhampton and District Hospital for Women, Park Road, West. Beds, 24. MATRON; 1 Sister; 8 Nurses.

Age, not under 21. Annual holiday, 1st year 14 days; 2nd and 3rd 21 days. SALARY, 1st year £5; 2nd £12; 3rd £18. In- and outdoor uniform provided. Certificate given at end of 3 years' service.

Woodhall Spa. — Alexandra Bromo-Iodine Hospital. Beds, 30. MATRON; 2 Nurses.

Yarmouth.—Isolation Hospital. Beds, 90. MATRON ; 9 Nurses. Applications average 12, and vacancies 2 yearly.

Age, 27 to 30. Satisfactory evidence required as to character, health and physique, and must hold certificates of 2 years' training from general or fever hospitals. RECREATION, 2 hours daily ; 14 hours weekly ; 1 day monthly ; 3 weeks' holiday in the year. SALARY, £25 per annum, with laundry and indoor uniform.

SCOTCH.

Falkirk Infirmary.—Beds, 38 ; Cots, 4. MATRON ; 1 Sister ; 6 Probationers. Applications average 20 and vacancies 2 yearly.

Age, 22 to 32. Personal interview and 1 month's trial. 3 years' training with certificate for surgical and medical training. RECREATION, 2 hours daily ; 1 day monthly ; 3 weeks yearly. SALARY, £12 to £20, including trial month. Laundry and material for indoor uniform provided. Separate bedrooms. One month's notice.

Fort William (Inverness-shire): Belford Hospital. Beds, 18. MATRON ; 1 Nurse ; 1 Probationer. FEVER HOSPITAL. Beds, 8. 1 Nurse.

* **Lanark.—St. Mary's Hospital.** Beds, 60. MATRON ; 4 Sisters.

IRISH.

Belfast Charitable Institution, Clifton Street. Beds, 140. LADY SUPERINTENDENT ; 1 ASST. MATRON ; 1 Sister ; 3 Assistant Nurses ; 3 Probationers.

Age, 18 to 30. Satisfactory evidence required as to character, education, health and physique. One month's trial. Sisters must have had not less than 3 years' training in a general hospital. Assistant nurses are preferred with domestic home training. The home, being intended for the reception of respectable poor men and women who have known better days, is not considered a hospital or training school for nurses. A large ward containing 12 beds in each wing provides, however, for the sick, and affords scope for regular nursing work, and is a preliminary training for general hospital work. RECREATION.—Nurses and probationers, 2 hours daily ; 5 hours weekly ; 1 day monthly ; 2 weeks' holiday

yearly (nurses, 3 weeks); sisters, 2 hours daily; 8 hours weekly; 1 day monthly; 4 weeks yearly. SALARIES.—Probationers, 1st 6 months, £10 per annum; 2nd 6 months, £15 per annum; 2nd year, £18; 3rd year, £20; assistant nurses, £18 to £25 per annum; sister, £35 to £45. Board, laundry and indoor uniform are provided. Separate bedrooms.

Carrick-on-Shannon. — County Leitrim Infirmary. Beds, 38. MATRON; 1 Trained Nurse; 1 Night Attendant. Separate bedrooms.

Curragh (County Kildare). — Drogheda Memorial Hospital. Beds, 13. MATRON; 1 Nurse.

Roscommon. — County Infirmary. Beds, 60. MATRON 3 Nurses.

VI. PROVIDENT FUNDS, EXAMINING
BODIES, ASSOCIATIONS FOR THE
BENEFIT OF NURSES, ETC.

Royal National Pension Fund for Nurses.

Patron:
HIS MAJESTY THE KING.

President:
HER MAJESTY QUEEN ALEXANDRA.

Chairman: Sir EVERARD HAMBRO, K.C.V.O.

Deputy-Chairman: THOMAS CHARLES DEWEY, Esq., F.I.A.

Secretary: LOUIS H. M. DICK.

**PENSIONS • SICKNESS
• ACCIDENT •
INVESTED FUNDS EXCEED
One Million and a Half Sterling.**

Nurses are invited to join the Fund on account of the substantial and exceptional advantages which it offers them, and which *they cannot obtain elsewhere.* The following are the chief points:—

1. The Fund is Mutual and essentially Co-operative.

No commission is paid to agents.

2. Easy Payment of Premiums.

Nurses can pay their premiums monthly or otherwise, as best suits their convenience.

3. The Fund is open to every Nurse.

Nurses can assure for Pensions of any amount, commencing at any age

4. An Investment and Savings Bank.

Those entering under the returnable scale can have their premiums returned to them with compound interest, less a small deduction for working expenses; after seven years even this deduction is not made.

5. Additions to Pensions.

Every five years additions are made to the amount of pension entered for; substantial additions may be anticipated from these sources. As each increase is in the form of an additional fixed Pension, the *guaranteed* amount thereby becomes greater.

*The fullest information respecting the Fund is supplied, **free** of all charge, by post or on personal application.*

Address—THE SECRETARY, R.N.P.F.N.,

15 BUCKINGHAM STREET,

STRAND, LONDON, W.C.

PROVIDENT FUNDS, EXAMINING BODIES, ASSOCIATIONS FOR THE BENEFIT OF NURSES, ETC.

NOTE.—Particulars have not been received this year from institutions marked with an asterisk (*).

Association for Promoting the Training and Supply of Midwives (1903).—Office, Dacre House, Dean Farrar Street, Westminster, S.W. PATRON.—H.M. Queen Alexandra. PRESIDENT OF THE COUNCIL.—H.R.H. Princess Christian of Schleswig-Holstein. PRESIDENT OF THE ASSOCIATION.—His Grace The Archbishop of Canterbury. SECRETARY.

Objects.—(1) To promote the training and supply of midwives to meet the requirements of the Midwives Act of 1902. (2) To raise funds to facilitate the training of midwives in approved hospitals or other institutions. (3) To continue and extend the work of the office as a centre of information. (4) To maintain the Training Home at East Ham started by the Association in 1903. (5) To form provincial branches of the Association ; and to co-operate with, or assist in whatever ways may appear practicable, local organisations which are working for the same object.

Total number of applications for training in one year, 454, of which 36 only were accepted. Course of training, 17 weeks.

* **Association for the Promotion of the Registration of Nurses in Scotland.** Hon. Secretary, Western Infirmary, Glasgow.

British Hospitals Association, The, 14 Victoria Street, Westminster, S.W. CHAIRMAN OF COUNCIL, D. J. Mackintosh, Esq., M.B., M.V.O., Western Infirmary, Glasgow. HON. TREASURER, Stewart Johnson, Esq., Hospital for Sick Children, Great Ormond Street, London, W.C. HON. SECRETARIES, Conrad W. Thies, Esq., and Alexander Hayes, Esq., 14 Victoria Street, S.W. Annual Subscription, 10s. 6d.

This Association consists of ladies and gentlemen who at the time of their election as members of the Association are trustees, members of committee, or executive or professional heads of hospitals and kindred institutions. Its objects are (1) to facilitate the consideration and dis-

cussion of matters connected with hospital management, and where advisable to take measures to further the decisions arrived at; and (2) to afford opportunities for the acquisition of a knowledge of hospital administration both lay and medical.

* **British Red Cross Society (1905)**, 9 Victoria Street, S.W. Telegrams—"Assistance," London. Telephone—5580 Westminster. PATRON.—H.M. The King. PRESIDENT.—H.M. The Queen. SECRETARY; ASSISTANT SECRETARY.

The British Red Cross Society is the outcome of the fusion of two bodies, the "British National Society for Aid to the Sick and Wounded in War" and the "Central British Red Cross Council". The Admiralty and War Office have accorded their official recognition to the British Red Cross Society as the organisation responsible for the Red Cross movement throughout the Empire.

The object of the Society is to furnish aid to the Sick and Wounded in time of War in accordance with the terms of the Geneva Convention, such aid being necessarily supplementary to that furnished by the Medical Departments of the Navy, Army and Territorial Force, which provide for the casualties of war, whilst the Society offers such additional comforts and such general help as may be considered beyond the reasonable scope of the official bodies. It is desired to prepare for, systematise, and co-ordinate in time of peace all offers of help by the public, so as to be able to render prompt and efficient assistance in time of war, and with this object to ascertain from the Society's Branches and other sources the extent and nature of the voluntary aid which can be depended upon, or expected, in the event of war.

There are 92 Local Branches and over 300 County Districts and Divisions. Members and associates of the Society are enrolled through the medium of the Local Branches. *Members* are those who (a) subscribe annually the sum of one guinea, or (b) guarantee to contribute the sum of five guineas to the Society's funds, if called upon, on the outbreak of war in which British Forces are engaged. *Associates* are those who (a) subscribe annually the sum of five shillings, or (b) guarantee a contribution of one guinea under the foregoing conditions.

The Secretary of State for War issued on 16th August, 1909, to the Territorial Force County Associations in England and Wales a scheme for the organisation of voluntary aid for sick and wounded in the event of war in the home territory. Since its publication the British Red Cross Society has taken an active part in the organisation of Voluntary Aid Detachments, and by September, 1911, the Society had raised and registered at the War Office 853 detachments with a total personnel of 25,319.

Fuller information of the organisation and objects of the Society is contained in pamphlets to be obtained from the Secretary.

* **Central Midwives' Board**, Caxton House, Tothill Street, Westminster, S.W. (constituted for the purpose of carrying out the provisions of the Midwives Act, 1902).

The Board consists of nine members: Four registered medical practitioners, appointed respectively by the Royal Colleges of Physicians and Surgeons, the Society of Apothecaries, and the Incorporated Midwives Institute; two persons (one of whom must be a woman) appointed by the Lord President of the Council; and three persons appointed respectively by the Associations of County Councils, the Queen Victoria's Jubilee Institute and the Royal British Nurses' Association.

The Act provides that: (1) From 1st April, 1905, any woman, not certified under the Act, who takes or uses the title of midwife shall be liable to a fine not exceeding £5. (2) From 1st April, 1910, no woman may habitually and for gain attend women in child-birth, except under direction of a qualified medical practitioner, unless she is certified under the Act. Any woman so doing is liable to a fine of £10. (3) No woman certified under the Act may employ an uncertified person as her substitute. (4) The certificate under the Act does not confer upon any woman right or title to be registered under the medical acts, nor authorise her to grant any medical certificate, or any certificate of death, or of still-birth, or to undertake the charge of cases of abnormality or disease in connection with parturition.

The Act gives the local control of midwives to the County or County Borough Councils, or to Committees appointed by them, and stipulates that midwives shall notify to the Local Authority their place of practice every 1st of January. The Act came into operation on the 1st April, 1903.

Council for the Promotion of the Higher Training of Midwives (1904), Wood Street, Woolwich.

PRESIDENT.—H.R.H. Princess Christian. HON. SECRETARIES; LADY SUPERINTENDENT.

Objects.—To promote the training of gentlewomen as district midwives. To lengthen the customary period of training for district midwives, such training being given at a reduced fee. To maintain the Home for Mothers and Babies and Training School for District Midwives at Wood Street, Woolwich, started by the Council in 1905.

* **Fever Nurses' Association.** HON. SECRETARIES, Plaistow Hospital, London, E., and Northern Hospital, Winchmore Hill, London, N.

This Association was formed in 1908. Its main object is the maintenance of a high and uniform standard of training in fever hospitals throughout the country. The medical superintendents and matrons of most of the large fever hospitals are on the Council, which is the governing body of the Association.

The Association grants certificates of registration to fever nurses who have been trained in accordance with its standard, and enters their name on a register. It is the desire of the Association that the possession of its certificate should be accepted by medical men, hospital authorities, owners of nursing homes and the general public as a guarantee of efficient fever training.

Until the fourth annual meeting of the Association, in May, 1912, fever nurses were admitted to the register without undergoing the special training set out below or passing the examination controlled by its Education Committee, if the matron of the hospital where they had been trained recommended them, and their training conformed with certain requirements as regards the number of beds in the hospital, and the time the candidates had been on the staff. Since May, 1912, no nurse can be admitted to the register unless she has been trained in a fever hospital recognised by the Education Committee, and passes the final examination controlled by that Committee.

Two methods of training are to be accepted by the Committee:—

1. The nurse may enter a fever hospital after she has finished her general training, or while she is receiving such training. The fever training must then cover a year, and the hospital where it is received must have at least 1 resident medical officer and contain at least 100 beds.

2. The nurse may enter the fever hospital as a novice. The training must then cover two years and the hospital contain at least eighty beds.

The honorary secretaries will forward a list of recognised hospitals to any applicant on the receipt of a stamped and addressed envelope.

The examination qualifying nurses for registration will be held at recognised hospitals in April and October of each year; entrance fee, one shilling. Nurses desiring to enter for it must apply to one of the honorary secretaries of the Association for an entrance form. This application must be posted at least 14 days before the 1st April or October. If the candidate passes the examination, she will receive her certificate on the payment of a registration fee of five shillings; this will entitle her to a place on the register for life. She may also, if she so desires, become a member of the Association: annual subscription, one shilling.

Guild of St. Barnabas for Nurses. SECRETARY-GENERAL, Church House, Westminster, S.W.

This guild enrolls trained nurses, certificated midwives, monthly nurses and masseuses, also probationers of at least six months' standing. All applicants must be members of the Church of England. Branches in England, India, and the Colonies.

* **Guild of St. Veronica for Trained Nurses.** SECRETARY, Park House, Church End, Willesden.

This guild has been formed for three purposes—(1) to form a bond of union amongst those who are engaged in the work of nursing the sick; (2) to aid the spiritual life of its members under the peculiar and special difficulties of their duties; and (3) to help its members to realise that nursing the sick is properly a religious work and should be performed as a labour of love.

Hospital Library and Charities Bureau, The Hospital Building, 28 and 29 Southampton Street, Strand, W.C. All communications to be addressed to the Librarian.

Established in 1897 as a centre of reference for all connected with or interested in hospitals, nursing and charities generally. The REFERENCE LIBRARY contains standard works on Hospital Administration, Construction, Finance and Nursing; the reports of Hospitals and Charities in Great Britain, the British Empire and the United States of America; and a large collection of hospital plans. THE CHARITIES BUREAU—Through this Bureau members can obtain expert opinion on all questions relating to the above subjects. FEES—Gentlemen, 10s. 6d.; Ladies, 5s. per annum.

Incorporated Society of Trained Masseuses, 99 Mortimer Street, Cavendish Square. Telegraphic address—"Useful," London.

This society was formed in January, 1895, and incorporated 1900, to improve the training and qualifications of masseuses, and to organise an independent examination for them in connection with which certificates are granted. Its objects are also to establish a registry for members and a centre of information for the public on matters connected with massage, and to provide an organisation to which members have a right to apply for advice and help in professional difficulties. Members are masseuses over 21 years of age who hold the Society's Certificate and who have been elected by the Council; associates are trained masseuses who have been or are in practice and who have been elected by

the Council ; honorary associates are persons other than masseuses who are interested in the objects of the society and have been elected by the Council. Annual subscription 7s. 6d., or 2s. 6d. for members and associates outside a certain radius.

Irish Nurses' Association, 34 Stephen's Green, Dublin.

This Association was formerly known as the Nurses' Club, Dublin (founded in 1900), its primary objects being (1) to provide a meeting-place for nurses where professional matters could be discussed ; (2) to bring into touch with each other the members of the different branches of the profession ; (3) to provide a reading room, supplied with nursing, medical, daily papers and periodicals. The work was afterwards enlarged by providing a library and arranging for lectures and discussions. The Club was temporarily closed, but has been re-opened at the present address since March, 1904, the name having been changed to the Irish Nurses' Association. Subscription of members, 2s. 6d. per annum.

Junius S. Morgan Benevolent Fund (In connection with the Royal National Pension Fund for Nurses). SECRETARY, 15 Buckingham Street, Strand, W.C.

The chief object of the fund is to afford immediate pecuniary or other relief by loan or absolute gift to matrons, sisters, and nurses (if members of the Pension Fund) who may be in distress, and to assist them in keeping up the payment of premiums on any policies they may have taken out with the Fund. Applications for grants, which should be addressed to the Secretary, are considered and dealt with at the quarterly meetings. Urgent cases are in the meantime assisted by the Emergency Committee meeting monthly, or by the Emergency Member on duty for the month. The funds at the end of 1911 amounted to over £20,000. There is a Bureau for Pension Fund nurses (carried on at the same office) supplying reliable nurses for chronic or other patients. No charge is made.

* **Lady Roberts' Fund for Nursing Sisters and Officers' Hospitals.** The Countess of Roberts, R.R.C.I., Englemere, Ascot.

The objects of the fund are (1) to supply homes in the Hills for the nurses working in the military hospitals in India ; (2) to provide officers' hospitals in connection with these homes where officers can be sent in case of illness, or for convalescence ; (3) to provide an auxiliary staff of lady nurses to work in those military hospitals to which the Government has not supplied nurses.

* **Matrons' Council.** – HON. SECRETARY, 431 Oxford Street.

The principal objects of the society are (1) to enable members to take counsel together upon matters affecting their profession; (2) to bring about a uniform system of education, examination, certification and State registration for nurses in British hospitals; and (3) to encourage members to understand the methods of procedure at meetings.

Medico-Psychological Association of Great Britain and Ireland, 11 Chandos Street, W.

Certificates of competence in nursing and attending on the insane are granted by the Association to nurses and attendants who have undergone the training and passed the examinations prescribed by their regulations. Examinations, both written and oral, are held by this Association on the first and second Mondays in May and November, at individual asylums wherever there may be candidates. There are two classes of examinations, (1) preliminary and (2) final. Candidates have to obtain from the Registrar a schedule of questions which has to be filled up and returned to him at least 4 weeks before each examination. Certificates are granted on passing the final examination. In case of misconduct on the part of a holder of a certificate the Council may erase his or her name from the register. FEE—5s. for each examination; 5s. for certificate.

The association insists that training of the candidates for their certificate shall be on the following lines: Except as hereunder provided candidates are required to undergo not less than 12 months' training in an institution for the treatment of mental disorder before taking the preliminary examination, and for not less than three years before taking the final examination. The periods of 1 and 3 years respectively must be complete on or before the date of the examination and the latter period must be passed in not more than two recognised institutions. Nurses who possess certificates of having trained for 3 years in a general hospital approved by the Council shall be exempt from the preliminary examination and shall be eligible for the final examination for the Medico Psychological Certificate after training for a further period of 2 years in not more than 2 institutions for the insane. The training required of candidates for the preliminary examination by the Association consists of (a) at least 12 months' attendance on the insane in a recognised institution. (b) A course of at least 12 lectures, each of one hour's duration, by the medical staff. No candidate will be admitted to the examination who has attended less than nine of these. (c) Demonstrations on first aid. (d) Study of the "Handbook of Nursing" issued by the Association, in so far as it deals with the subjects of the syllabus, and of such other books as the lecturer may advise. (e) Periodical examinations, the nature and

frequency of which are left to the discretion of the superintendent. The training required of candidates for the final examination by the Association consists of: (a) At least 3 years' attendance on the insane in a recognised institution. (b) Systematic lectures and demonstrations by the medical staff. At least 12 lectures, each of one hour's duration, must be given in each of the 2 years of training, and no nurse will be admitted to the final examination who has not attended at least nine lectures of each course. (c) Clinical instruction by the medical staff. (d) Practical instructions by other officers of the institution in nursing and attending on the insane. (e) Study of the "Handbook of Nursing" issued by the Association. Other books may be used in addition. (f) Periodical examinations, the nature and frequency of which are left to the discretion of the superintendent.

Midwives' Institute and Trained Nurses' Club, 12 Buckingham Street, Strand, W.C. (Subscription, 5s. a year; 2s. 6d. entrance fee to London members. Subscription, including protection and defence, 12s. 6d. Office hours, 11 to 5. Club open till 7.)

The objects of this society are (1) to raise the efficiency and improve the status of midwives; (2) to establish a register for members and to establish a centre of information for the public; (3) to provide a good medical lending library and club-room for friendly meetings; (4) to arrange courses of medical lectures and to afford opportunities for discussion on subjects connected with the profession; (5) to provide for the examination and granting of certificate of qualification to midwives; (6) the doing of all things necessary to promote the efficiency, comfort and development of midwives. The society consists of founders, members, associates, and lay associates. Members are women who have obtained a medical qualification, and trained midwives over 21 years of age who hold the certificate of the Central Midwives' Board. Associates are trained nurses or midwives with any other diploma. Lay associates are persons other than midwives interested in the objects of the society. A lending library and reading room are attached. Medical lectures and debates are held each month, free to members, also post graduate lectures to midwives and nurses. There is a doctor's "Prescribed Fee" guarantee fund which can be joined by members.

Midwives' Society. SECRETARY, 12 Brunswick Street, Chorlton-on-Medlock, Manchester.

The society has been established to advance the art of midwifery, to protect and further the interests of midwives, and to promote a uniform system of education of those who practise as such.

Nurses' Hostel Co., Limited, Francis Street, Tottenham Court Road, W.C. Telegraphic address—"Bieuspid," London. MANAGING DIRECTOR; SECRETARY.

Formed to provide (1) a home for private nurses in London, and (2) an hotel for nurses visiting London.

The Nurses' Insurance Society, 15 Buckingham Street, Strand, London, W.C.

The Nurses' Insurance Society is a separate section of The Royal National Pension Fund for Nurses, and was established to carry out the requirements of the National Insurance Act, 1911. It is managed by a representative Committee consisting of 12 well-known matrons of hospitals and similar institutions in the country, together with men who thoroughly understand the financial and business side of insurance among whom are a Director, and former Governor, of the Bank of England, the Chairman of the largest Insurance Company in the United Kingdom, and the President of the Institute of Actuaries. The Society has received the approval of the Insurance Commissioners of England, Scotland, Ireland and Wales, and is able to transact business in any part of the United Kingdom; a nurse belonging to this Society is therefore able to retain her membership even if she should move from one country to another so long as she remains liable to insurance.

Nurses' Missionary League, Sloane Gardens House, 52 Lower Sloane Street, London, S.W. GENERAL SECRETARY.

The League was founded in 1903 and is interdenominational. The chief objects are: (1) To make known the needs for medical missions to those who can supply them by becoming nurse-missionaries and superintending the nursing in mission hospitals, training native nurses, and in some cases nursing patients in their own homes; (2) to help to prepare nurses to become foreign missionaries. There are four classes of members: (1) Volunteer Members, being fully trained nurses who purpose to become foreign missionaries; (2) Home Members, being fully trained nurses who are interested in Christian work at home and abroad; (3) Volunteer Associates, being nurses in training who purpose to become foreign missionaries; (4) Home Associates, being nurses in training who are interested in Christian work at home and abroad.

Regular meetings are held for Bible study, missionary study, and prayer. Summer camps are arranged and general meetings, conferences, etc. A magazine, "Nurses Near and Far," is published quarterly.

Minimum annual subscription 2s., which includes the quarterly maga-

zine and monthly Bible study notes. Subscription for honorary members is 5s.

The total membership is nearly 2,000, of whom over 200 have gone abroad as missionaries. There are branches in 68 hospitals in this country.

- **Royal British Nurses' Association**, 10 Orchard Street, W. Telegraphic address—"Pflegerin," London. Telephone—2173 Paddington. PRESIDENT, H.R.H. Princess Christian.

The objects of the corporation are (1) the founding and maintenance of schemes for the benefit of nurses in the practice of their profession and in times of adversity, sickness and old age ; (2) the maintenance of an office or offices for supplying information to persons seeking for nurses, and to persons seeking for employment as nurses ; (3) the maintenance of an authorised list of persons who may have applied to have their names entered therein as nurses, and whom the association may think fit to enter therein ; (4) the promotion of conferences, public meetings and lectures in connection with the general work of the association ; (5) the granting of a diploma in nursing to fully trained nurses who pass the examination of the association, set on a given syllabus. Membership is open to registered medical men and thoroughly trained registered nurses of 3 years' standing. The official organ of the association, *The Nurses' Journal*, is published monthly. There is a library for members. The association has an endowed benevolent fund from which grants of money in temporary distress may be given, and also a home for aged nurses who are members of the Corporation.

The Roll of Members with appendices contains full information relating to the work of the association.

Royal National Pension Fund for Nurses, 15 Buckingham Street, Strand, W.C. PATRON, H.M. The King. PRESIDENT, H.M. Queen Alexandra.

The chief object of this association is to afford nurses an absolutely safe means of providing at the lowest possible cost to themselves an allowance during incapacity for work caused by sickness or accident and a certain income for their declining years. This object is carried out by receiving and investing such fixed periodical sums as those who join the fund can afford ; by adding to the pensions all profits arising from any source ; and by supplementing those sums from a donation bonus fund created and maintained by those interested in nurses and nursing institutions. Its benefits are open to nurses, attendants on the insane, and all responsible paid officials connected with hospitals

and kindred institutions. Only nurses, however, may participate in the profits of the Donation Bonus Fund. In addition to a pension, nurses and hospital officials may insure themselves for sick pay. Hospitals and institutions employing nurses may become federated to the Fund, and so may contract themselves out of all responsibility, so far as pensions and sick pay are concerned, for every member of their staff, from the highest to the lowest. By an expenditure, which in most cases need not exceed 10 per cent. of the amount expended upon salaries, the committee of a hospital are able to secure that every member of the staff shall be amply provided for against the day of sickness or incapacity. The committees who agree to federate to the Royal National Pension Fund, can retain control over all the monies paid into that fund, so that, by careful management, and the payment of a small annual sum into the trust thus created for the benefit of their employes, they will save the institution from all further liability, risk or trouble in the matter. Under the scheme of federation the committee of the hospital agree that the hospital shall take out with the fund a policy, on the returnable scale, for a pension on the life of any matron, sister or nurse, who in her own name takes out a policy with the fund for a pension of not less than the amount subscribed for by the hospital. The committee agrees to continue to pay premiums on the hospital pension policies and the sick assurance policies so long as the nurse remains in the service of the hospital. Nurses withdrawing the premiums paid in under their own policies, while in the service of the hospital or within 12 months after leaving the hospital, forfeit all right to the policies taken out by the hospital on their behalf. After a nurse shall have been in the service of the hospital a certain number of years, the benefits of the policy effected by the committee on her behalf, if she has complied with the rules laid down, are usually considered as belonging to her, and in such a case the policy is formally assigned to her when her pension falls due, or otherwise, 12 months after leaving the hospital. It is often a condition of the hospital policy that in case of a nurse's death or withdrawal from the fund before entering on her pension, the contributions paid by the committee shall revert to the Hospital Trust Fund, and be at the disposal of the committee, for the time being, for the benefit of the nursing staff.

The invested funds amount to upwards of £1,600,000.

Policy holders may open deposit accounts in the fund, upon which compound interest is allowed at the rate of $2\frac{1}{2}$ per cent. per annum.

Royal Red Cross. Registry—War Office, Whitehall, S.W. This decoration for women was instituted in 1883 for rewarding zeal and devotion in providing for and nursing sick and wounded sailors, soldiers and others with the army in the field, on board ship, or in hospitals. The following is a list of the holders of this decoration :—

QUEEN ALEXANDRA.

H.R.H. The Princess Christian of Schleswig-Holstein (Princess Helena of Great Britain and Ireland).

H.R.H. The Princess Beatrice.

H.R.H. The Duchess of Connaught and Strathearn.

H.R.H. The Princess Louise, Duchess of Argyll.

H.R.H. The Duchess of Albany.

H.R.H. The Princess Frederiek of Hanover, Baroness Von Pawel Rämningen.

H.M. The Queen of Greece.

H.R.H. Princess Sophie, Crown Princess of Greece, Duchess of Sparta.

H.R.H. The Princess Victoria of Schleswig-Holstein.

H.M. The Queen of Italy.

Addams-Williams, Miss F. E. (late Principal Matron, Q.A.I.M.N.S.).	Brazier, Miss D.
Addison, Miss C.	Brereton, Miss K. B. (Nursing Sister, A.N.S.R.).
Airy, Miss S.	Browne, Miss S. J. (Matron-in-Chief, Q.A.I.M.N.S., ret.).
Anderson, Miss E. McC. (Nursing Sister, A.N.S.R.).	Bruce, The Lady.
Anderson, Miss M. C.	Burleigh, Miss R. M. (late Nursing Sister, A.N.S.).
Bagot, Mrs. T.	Burrill, Mrs. J.
Ball, Mrs.	Buswell, Mrs. M. J.
Barker, Miss J. M. C. (late Nursing Sister, A.N.S.).	Byam, Miss C. L.
Becher, Miss E. H. (Matron-in-Chief, Q.A.I.M.N.S.).	Cairncross, Miss.
Bellingham, Mrs.	Camilla Orpheline, Sister.
Bidsmead, Miss A. (S. Australia).	Campbell-Ross, Mrs. M. H. M.
Bond, Miss A. S. (Matron, Q.A.I.M.N.S.).	Cannell, Miss E.
Bourguignon, Miss E.	Cator, Miss S.
Boyd, Mrs. K.	Caulfeild, Miss A. E. (Lady Supt. of Nurses, A.N.S., ret.).
	Cawley, Mrs. M. E.

- Chadwick, Miss C. M. (Matron, Q.A.I.M.N.S.).
 Chapin, Miss A. G.
 Charleson, Miss J.
 Chesham, the Lady.
 Clark, Miss S.
 Clay, Mrs. I. M.
 Clay, Mrs. V. H.
 Cole, Miss M. C. F. K. (Matron, Q.A.I.M.N.S., ret.).
 Cornwallis-West, Mrs. G.
 Craufurd, Miss.
 Crisp, Miss A. (late Nursing Sister, A.N.S.).
 Croft, Mrs. J. N.
 Crowlie, Mrs.
- Damant, Mrs. C. R.
 Davis, Mrs. M.
 Deeble, Mrs. J. C. (Lady Supt. of Nurses, A.N.S., ret.).
 De Ferrières, Madame.
 Dowse, Miss E. A. (Matron, Q.A.I.M.N.S., ret.).
 Drosthe, Mrs.
 Dudley, The Dowager Countess of.
 Dunlop, Miss Ker.
 Durham, Miss E. (Stafford House Committee).
- Falconer, Miss R. (Nursing Sister, Q.A.R.N.N.S.).
 Fergusson, Miss C. (late Nursing Sister, A.N.S.).
 Fisher, Miss M. C. (Nursing Sister, A.N.S.R.).
 Fletcher, Miss A.
 Forrest, Miss K. (Nursing Sister, A.N.S., ret.).
 Francis, Mrs. E. K.
 Fripp, The Lady.
 Furley, The Lady.
- Garriock, Miss A. (Principal Matron, Q.A.I.M.N.S., ret.).
 Geddes, Miss E.
 Gildea, Mrs.
 Gill, Sister A. W.
 Gilroy, Mrs.
 Goldmann, Hon. Mrs. A. M.
 Gray, Miss J. A. (Supt., A.N.S., ret.).
 Gray, Miss J. M. (late Nursing Sister, A.N.S.).
 Gray, Miss M. E. (Nursing Sister, Q.A.M.N.S. for Ind.).
 Gunning, Mrs.
- Halford, Miss E.
 Hardy, Mrs. J.
 Harper, Miss M. E. (Sister, Q.A.I.M.N.S., ret.).
 Harrison, Miss L. A.
 Hart, Miss S. F. (Supt., A.N.S., ret.).
 Harte, Miss E. E. (Head Sister, Q.A.R.N.N.S.).
 Hatch, Mrs. E. M.
 Hely, Mrs. A. A.
 Hickley, Miss K. M. (Head Sister, Q.A.R.N.N.S.).
 Hill, Miss K. L.
 Hill, Miss M. G. (Sister, Q.A.I.M.N.S., ret.).
 Hoadley, Miss J. (Matron, Q.A.I.M.N.S.).
 Hogarth, Miss H. (Nursing Sister, A.N.S.R.).
 Holland, Miss A. B.
 Holland, Miss A. K. (Supt., A.N.S., ret.).
 Hornor, Miss.
 Hosie, Mrs. S. E. (late Matron, Q.A.I.M.N.S.).

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- | | |
|---|--|
| Howe, Mrs. O. | Lickfold, Mrs. E. M. |
| Huddon, Sister M. de C. | Loch, Mrs. C. G. |
| | Louise, Sister. |
| Jacoba, Mother. | Lowrie, Miss F. A. |
| James, Miss J. M. (ret. Q.A.M.S. for Ind.). | Luckie, Miss H. O. (Nursing Sister, A.N.S.R.). |
| Jeffreys, Mrs. Marion. | Ludlow, Mrs. E. (Nursing Sister, A.N.S.R.). |
| Jerrard, Miss I. J. (Matron, Q.A.I.M.N.S., ret.). | Lumley, Mrs. M. J. W. |
| Jerrard, Miss M. C. (late Supt., A.N.S.). | Maasdorp, Mrs. |
| Johnston, Mrs. P. H. | McCarthy, Miss E. M. (Principal Matron, Q.A.I.M.N.S.). |
| Jones, Sister M. S. | McCaul, Miss E. |
| | MacDonald, The Lady. |
| Keenan, Miss M. H. (Head Sister, Q.A.R.N.N.S.). | MacDonnell, Miss A. M. (Nursing Sister, A.N.S.R.). |
| Keer, Miss C. H. (Matron-in-Chief, Q.A.I.M.N.S., ret.). | McGrath, Miss T. |
| Keith, Mrs. | Mackay, Miss L. J. (Supt., A.N.S., ret.). |
| Kelly, Sister M. A. | Mackinnon, Mrs. A. |
| Keyser, Miss A. | Makins, Mrs. M. A. |
| Keyser, Miss M. F. | Maria Benedetta, Sister. |
| Kelpin, Mrs. | Maria Camilla, Sister. |
| Kiero-Watson, Mrs. C. E. (Nursing Sister, A.N.S.R.). | Maria Carmela, Sister. |
| Kelpin, The Lady. | Maria Celestina, Sister. |
| King, Miss E. (Stafford House Committee). | Maria Ludovica, Sister. |
| King, Miss H. (late Nursing Sister, A.N.S.). | Maria Pia, Sister. |
| King, Miss J. (late Supt., A.N.S.). | Martin, Miss E. J. (Matron, Q.A.I.M.N.S.). |
| Knaggs, Miss A. (Nursing Sister, A.N.S.R.). | Mary Aloysius, Sister. |
| Knight, Miss. | Maxwell-Muller, Miss L. (late Nursing Sister, A.N.S.). |
| Knightley, Miss A. B. | Mifsud, Mrs. A. G. (Supt., A.N.S., ret.). |
| Knox, Miss M. C. S. (Matron, Q.A.I.M.N.S.). | Miller, Mrs. E. B. |
| | Miller, Mrs. E. M. |
| | Moberly, Mrs. E. T. |
| Lambert, Miss M. | Mowbray, Miss C. S. |
| Langlands, Miss. | |
| Laurence, Sister E. C. | |

- Neville, Sister K.
 Nicholson, Miss M.
 Nixon, Miss A. (Matron,
 Q.A.I.M.N.S.).
 Nixon, Miss E. (N.S. Wales).
 Norman, Miss H. Campbell
 (Lady Supt. of Nurses, A.N.S.,
 ret.).
 Nutt, Miss M.

 Oram, Miss S. E. (Principal Ma-
 tron, Q.A.I.M.N.S.).
 Otto, Miss S. M. G.

 Parsons, Miss L.
 Paterson, Miss S. M. (Nursing
 Sister, A.N.S.R.).
 Patriek, Mother.
 Payne, Miss G. M. (Matron,
 Q.A.I.M.N.S., ret.).
 Pope, Miss G. (Nursing Sister,
 Canadian Local Forces).
 Porter, Miss F. H. (Head Sister,
 Q.A.R.N.N.S.).
 Powell, Miss M.
 Pretty, Miss E. (Nursing Sister,
 A.N.S.R.).
 Purkis, Miss A. M.

 Ransome, Sister J. M.
 Rawson, Miss M.
 Redrup, Mrs. F.
 Roberts, The Countess, C.I.
 Rorke, Mrs. M.
 Russell, Miss M. (Matron,
 Q.A.I.M.N.S., ret.).
 Ryan, Miss E. (Supt., A.N.S.,
 ret.).

 Saville, Miss L. E., M.D.
 Selater, Mrs. W.

 Scott, Mrs. L.
 Selby, Miss M. (late Nursing Sister,
 A.N.S.).
 Shannon, Miss E. C. (Nursing
 Sister, A.N.S.R.).
 Skillman, Miss J. E. (Nursing
 Sister, A.N.S.R.).
 Smith, Miss A. B. (Matron,
 Q.A.I.M.N.S.).
 Smith, Miss I.
 Southwell, Miss J. (Nursing Sister,
 A.N.S.R.).
 Stewart, Miss H.
 Stewart, Miss L. M. (Matron,
 Q.A.I.M.N.S.).
 Story, Miss B.
 Stow, Miss E. P.
 Stow, Miss I. J. P.
 Stowell, Miss L. B.

 Teresa, Mother Superior.
 Terrot, Miss S. A.
 Thomas, Miss M. (Matron,
 Q.A.I.M.N.S.).
 Thompson, Miss C. E.
 Trew, Miss A. B. (Nursing Sister,
 A.N.S.R.).
 Tulloh, Miss L. W. (Matron,
 Q.A.I.M.N.S.).

 Wantage, The Lady.
 Ward, Matron A.
 Waterhouse, Miss A. M.
 (Q.A.M.N.S. for India).
 Waterston, Miss J. E., M.D.
 Wedgewood, Miss H.
 Weighell, Miss A. J.
 Welchman, Mrs. E.
 Wheldon, Miss E. (Nursing Sister,
 A.N.S., ret.).
 Whiteman, Miss A.

Whiteman, Miss M.	Wilson, Lady S.
Wildman, Miss E. A. (Lady Supt., Q.A.M.N.S. for India).	Wilson, Miss M. (Matron, Q.A.I.M.N.S.).
Williams, Miss R.	Wimble, Mrs.
Williamson, Miss J. M. N. (N. Zealand).	Wolley Dod, Mrs. T. C.
Wilman, Mrs. —.	Yardley, Miss A. (late Nursing Sister, A.N.S.).
Wishaw, Miss S. L. (Matron, Q.A.I.M.N.S., ret.).	Yeatman, Miss L. A.
Yorke, Mrs. A. (late Nursing Sister, A.N.S.).	

St. John Ambulance Association, St. John's Gate, Clerkenwell, E.C. Certificates of having passed an examination in the elementary principles of "home nursing, hygiene and sanitation" in connection with classes held under this association are granted. In special cases permission may be granted to hold a "nursing" course of lectures before that of the "first aid". Five lectures of 2 hours each are given as the minimum. Medallions are awarded to holders of "First Aid" certificates who have been twice examined in that subject with not less than 12 month's interval between each examination except when a certificate for "home nursing," "home hygiene," or "sanitation" is counted as one of the examinations towards the medallion when the interval is reduced.

Scottish Nurses' Association, 7 Bute Mansions, Glasgow.

Objects: (1) To bring the various branches of the Nursing Profession into touch with one another; (2) to be a means whereby nurses will be kept informed of what is occurring in the nursing world likely to affect their professional interests; to act as a medium for voicing their opinions; and to raise and regulate the standard of education and training of nurses; (3) to secure State Registration of Nurses by a Single Portal System for the United Kingdom, extended, if possible, to the British Empire, the nurses to be admitted to the register (a) after three years' regulated training in recognised hospital schools, (b) after having passed a State Examination, conducted under the auspices of a Central Board at suitable centres.

Nurses, probationers and others wishing to join the above Association are invited to send their names, status and address to the Hon. Secretary.

The Subscription is 1s. per annum for nurse members, and 5s. per annum for members of the medical profession; life membership, 10s. 6d.,

and £2 2s. respectively. Honorary lay members are not at present asked to subscribe.

Society for the State Registration of Trained Nurses, 431 Oxford Street, W. HON. SECRETARY.

Object: To obtain an Act of Parliament providing for the legal registration of trained nurses. Membership is open to trained nurses of three years' experience. Subscription, 1s. annually, or 5s. for life membership.

"The Hospital" Convalescent Fund, 28 and 29 Southampton Street, Strand, London. This Fund was established by the proprietors of "The Hospital" and "Nursing Mirror" newspapers, and is now supported by the readers of the latter. Its object is to provide a change of air for trained hospital nurses without means during convalescence after illness. Experience has proved that it is better to let the nurses have a choice of locality than to send them to one settled place, and nurses are accordingly sent to all parts of the country. Chronic or aged cases not eligible. Applications should be addressed to the Hon. Secretary of the Fund, and should be accompanied by medical certificate and two letters of recommendation from householders.

Trained Nurses' Annuity Fund for Disabled Nurses. PRESIDENT, H.R.H. Princess Christian. Application by letter only to HON. SECRETARY, 73 Cheapside, E.C.

Annuities are granted to disabled trained nurses of ten years' service, and at least 40 years of age. They must produce satisfactory evidence : (1) of full training in some recognised hospital with training school ; (2) of having nursed for an additional period of not less than seven years in one or more of the public hospitals or acknowledged nursing institutions ; (3) of incapacity by ill health or other sufficient cause from following her profession ; (4) the applicant must not be in receipt of an income sufficient in the opinion of the council for her support. Candidates are elected by the committee. Preference will be given to candidates who can prove that during the term of nursing they have tried to make provision for old age or can show some sufficient reason for not doing so. The invested funds amount to over £14,000. The amounts raised annually by subscription, etc., are invested to build up additional annuities. Membership is constituted by a subscription of not less than 10s. annually or a donation of £1.

Workhouse Infirmary Nursing Association.

Office, 5 Adam Street, Adelphi, Strand, W.C. SECRETARY. The Association was founded in 1879 for the purpose of providing trained women to act as Matrons and Nurses in Workhouse Infirmaries, both in London and the Provinces. The Association has ceased to train probationers, but continues to keep open a register for suitable nurses, and also exists as a centre of information to guardians and nurses, and for the maintenance of the connection with the nurses and probationers now belonging to the Association.

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ABBREVIATIONS USED.

Assoc., Association.
Child., Children.
Cott., Cottage.
D., District.

Gen., General.
H., Hospital.
Inf., Infirmary.
Instit., Institution.

N., Nurse, etc.
Nurs., Nursing.
Soc., Society.

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